



Competitive Service

There are three stages in competitive service employment. They are:

- **Career-Conditional Appointment/Employee:** This is the employment status of a permanent employee who has not completed 3 years of substantially continuous, creditable service.
- **Career Appointment/Employee:** This is the employment status of a permanent employee who has completed 3 years of substantially continuous, creditable service.
- **Career Tenure:** After serving 3 years of substantially continuous creditable service, a career conditional employee becomes a career employee and gains career tenure. Employees with career tenure have permanent reinstatement eligibility and may be considered for positions without having to take another competitive civil service examination. Substantially continuous service means service without a break for more than 30 calendar days (i.e., the break must be for less than or equal to 30 calendar days).

If an employee has a break in service of more than 30 calendar days, the employee must begin a new 3-year period. If the employee has a break of 30 or fewer calendar days, the original end date is extended by the number of calendar days the employee was off the rolls – but there is no need to begin a new 3-year period. Employment must be nontemporary and in the competitive service for these terms to apply.