

APPENDICES

APPENDIX NO. 1

SUMMARY OF POSITIONS SUBJECT TO NONCOMPETITIVE APPOINTMENT

PAS	=	Positions Subject to Presidential Appointment with Senate Confirmation
PA	=	Positions Subject to Presidential Appointment without Senate Confirmation
GEN	=	Positions Designated as Senior Executive Service "General"
NA	=	Senior Executive Service General Positions Filled by Noncareer Appointment
TA	=	Senior Executive Service Positions Filled by Limited Emergency or Limited Term Appointment
SC	=	Positions Filled by Schedule C Excepted Appointment
XS	=	Positions Subject to Statutory Excepted Appointment

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
ADMINISTRATIVE CONFERENCE OF THE UNITED STATES	1	10	2	0	0	1	0
ADVISORY COUNCIL ON HISTORIC PRESERVATION	0	11	0	0	0	0	0
AFRICAN DEVELOPMENT FOUNDATION	6	0	0	0	0	0	1
AMERICAN BATTLE MONUMENTS COMMISSION	0	12	0	0	0	0	0
APPALACHIAN REGIONAL COMMISSION	2	0	0	0	0	1	0
ARCHITECT OF THE CAPITOL	1	0	0	0	0	0	0
ARCHITECTURAL AND TRANSPORTATION BARRIERS COMPLIANCE BOARD (UNITED STATES ACCESS BOARD)	0	13	0	0	0	0	0
ARCTIC RESEARCH COMMISSION	0	7	0	0	0	0	0
ARMED FORCES RETIREMENT HOME	0	0	1	0	0	0	0
BARRY GOLDWATER SCHOLARSHIP AND EXCELLENCE IN EDUCATION FOUNDATION	8	0	0	1	0	0	0
BROADCASTING BOARD OF GOVERNORS	18	0	13	2	0	1	0
CENTRAL INTELLIGENCE AGENCY	3	1	0	0	0	0	0
CHEMICAL SAFETY AND HAZARD INVESTIGATION BOARD	5	0	2	0	0	0	0
CHRISTOPHER COLUMBUS FELLOWSHIP FOUNDATION	0	13	0	0	0	0	1
COMMISSION OF FINE ARTS	0	7	1	0	0	0	0
COMMISSION ON CIVIL RIGHTS	0	7	6	1	0	8	4
COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED	0	15	1	0	0	0	0
COMMODITY FUTURES TRADING COMMISSION	5	0	0	0	0	7	0
CONSUMER FINANCIAL PROTECTION BUREAU	1	0	0	0	0	0	0
CONSUMER PRODUCT SAFETY COMMISSION	5	0	7	1	0	15	0
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	17	0	3	0	0	0	19
COUNCIL OF INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY	0	0	2	0	0	0	0
COURT SERVICES AND OFFENDER SUPERVISION AGENCY FOR THE DISTRICT OF COLUMBIA	1	0	1	0	0	0	0
DEFENSE NUCLEAR FACILITIES SAFETY BOARD	5	0	2	0	0	0	0
DELAWARE RIVER BASIN COMMISSION	0	2	0	0	0	0	0
DELTA REGIONAL AUTHORITY	1	1	0	0	0	0	0
DEPARTMENT OF AGRICULTURE	14	2	153	48	2	165	0
DEPARTMENT OF AGRICULTURE OFFICE OF THE INSPECTOR GENERAL	0	1	1	0	0	0	0
DEPARTMENT OF COMMERCE	21	1	104	39	7	106	1
DEPARTMENT OF COMMERCE OFFICE OF THE INSPECTOR GENERAL	1	0	1	0	0	0	0
DEPARTMENT OF DEFENSE	(52)	0	(420)	(77)	(16)	(109)	(1)
OFFICE OF THE SECRETARY OF DEFENSE	30	0	323	63	6	93	0
DEPARTMENT OF THE AIR FORCE	7	0	17	4	0	4	0
DEPARTMENT OF THE ARMY	8	0	41	7	8	5	1
DEPARTMENT OF THE NAVY	7	0	39	3	2	7	0
DEPARTMENT OF EDUCATION	15	2	84	20	1	123	0
DEPARTMENT OF EDUCATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF ENERGY	21	0	217	33	1	83	2
DEPARTMENT OF ENERGY OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
DEPARTMENT OF HEALTH AND HUMAN SERVICES	18	2	382	80	3	80	14
DEPARTMENT OF HEALTH AND HUMAN SERVICES OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF HOMELAND SECURITY	17	7	119	50	6	82	5
DEPARTMENT OF HOMELAND SECURITY OFFICE OF THE IN- SPECTOR GENERAL	1	0	2	0	0	0	0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	13	0	68	28	0	41	0
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF JUSTICE	209	14	130	55	7	55	0
DEPARTMENT OF JUSTICE OFFICE OF THE INSPECTOR GEN- ERAL	1	0	0	0	0	0	0
DEPARTMENT OF LABOR	16	2	59	26	0	88	0
DEPARTMENT OF LABOR OFFICE OF INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF STATE	265	4	173	38	2	123	15
DEPARTMENT OF STATE OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF THE INTERIOR	17	0	189	37	1	52	2
DEPARTMENT OF THE INTERIOR OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF THE TREASURY	31	3	153	36	3	56	0
DEPARTMENT OF THE TREASURY OFFICE OF THE INSPECTOR GENERAL	1	0	1	0	0	0	0
DEPARTMENT OF THE TREASURY SPECIAL INSPECTOR GEN- ERAL FOR THE TROUBLED ASSET RELIEF PROGRAM	0	0	5	0	0	0	0
DEPARTMENT OF THE TREASURY TAX ADMINISTRATION OF- FICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF TRANSPORTATION	22	2	171	28	5	39	5
DEPARTMENT OF TRANSPORTATION OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	0	0	0	0
DEPARTMENT OF VETERANS AFFAIRS	11	4	350	10	3	11	120
DEPARTMENT OF VETERANS AFFAIRS OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	0	0	0	0
DWIGHT D EISENHOWER MEMORIAL COMMISSION	0	4	0	0	0	0	1
ENVIRONMENTAL PROTECTION AGENCY	13	0	120	26	0	25	0
ENVIRONMENTAL PROTECTION AGENCY OFFICE OF THE IN- SPECTOR GENERAL	1	0	0	0	0	0	0
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	6	0	24	2	0	0	0
EXECUTIVE OFFICE OF THE PRESIDENT	22	129	45	30	1	44	34
EXPORT-IMPORT BANK	5	0	0	0	0	10	0
EXPORT-IMPORT BANK OFFICE OF THE INSPECTOR GENERAL ...	1	0	0	0	0	0	0
FARM CREDIT ADMINISTRATION	3	0	0	0	0	3	0
FEDERAL COMMUNICATIONS COMMISSION	5	0	59	4	0	3	5
FEDERAL DEPOSIT INSURANCE CORPORATION	4	0	0	0	0	1	0
FEDERAL ELECTION COMMISSION	6	0	0	0	0	0	16
FEDERAL ELECTION COMMISSION OFFICE OF THE INSPECTOR GENERAL	0	0	0	0	0	0	1
FEDERAL ENERGY REGULATORY COMMISSION	5	0	44	1	0	7	0
FEDERAL FINANCIAL INSTITUTIONS EXAMINATION COUNCIL	0	1	0	0	0	0	0
FEDERAL HOUSING FINANCE AGENCY	2	0	0	0	0	5	0
FEDERAL HOUSING FINANCE BOARD	4	1	0	0	0	3	0
FEDERAL LABOR RELATIONS AUTHORITY	4	7	0	0	0	0	6
FEDERAL MARITIME COMMISSION	5	0	3	0	0	1	0
FEDERAL MEDIATION AND CONCILIATION SERVICE	1	0	5	0	0	2	0
FEDERAL MINE SAFETY AND HEALTH REVIEW COMMISSION	4	1	2	0	0	3	0
FEDERAL RESERVE SYSTEM	7	0	0	0	0	0	0
FEDERAL RETIREMENT THRIFT INVESTMENT BOARD	5	0	2	0	0	0	1
FEDERAL TRADE COMMISSION	5	0	39	2	0	2	0
GENERAL SERVICES ADMINISTRATION	1	1	22	19	2	28	0
GENERAL SERVICES ADMINISTRATION OFFICE OF THE INSPEC- TOR GENERAL	1	0	1	0	0	0	0
GOVERNMENT ACCOUNTABILITY OFFICE	2	0	0	0	0	0	0
GOVERNMENT PUBLISHING OFFICE	1	0	0	0	0	1	3
GREAT LAKES FISHERY COMMISSION	0	5	0	0	0	0	0
GULF COAST ECOSYSTEM RESTORATION COUNCIL	0	0	1	0	1	0	0
HARRY S TRUMAN SCHOLARSHIP FOUNDATION	0	0	0	0	0	0	1
INTER-AMERICAN FOUNDATION	9	0	0	0	0	0	1
INTERNATIONAL BOUNDARY AND WATER COMMISSION	0	1	0	0	0	0	0
INTERNATIONAL BOUNDARY COMMISSION: UNITED STATES AND CANADA	0	1	0	0	0	0	0

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
INTERNATIONAL JOINT COMMISSION	3	0	0	0	0	0	0
INTERSTATE COMMISSION ON THE POTOMAC RIVER BASIN	0	4	0	0	0	0	0
JAMES MADISON MEMORIAL FELLOWSHIP FOUNDATION	0	0	0	0	0	0	1
JAPAN UNITED STATES FRIENDSHIP COMMISSION	0	0	1	0	0	0	0
JOHN F. KENNEDY CENTER	36	37	0	0	0	0	0
LIBRARY OF CONGRESS	1	10	0	0	0	0	3
MARINE MAMMAL COMMISSION	3	0	0	0	0	0	0
MEDICARE AND CHIP PAYMENT AND ACCESS COMMISSION	0	0	0	0	0	0	23
MEDICARE PAYMENT ADVISORY COMMISSION	0	0	0	0	0	0	2
MERIT SYSTEMS PROTECTION BOARD	3	0	4	3	0	0	0
MILLENNIUM CHALLENGE CORPORATION	1	9	0	0	0	0	0
MORRIS K UDALL SCHOLARSHIP AND EXCELLENCE IN NA- TIONAL ENVIRONMENTAL POLICY FOUNDATION	9	0	0	0	0	0	0
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	3	0	33	4	0	12	0
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION OFFICE OF THE INSPECTOR GENERAL	1	0	1	0	0	0	0
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	1	0	0	0	0	0	0
NATIONAL CAPITAL PLANNING COMMISSION	0	3	0	0	0	0	0
NATIONAL COUNCIL ON DISABILITY	5	0	0	0	0	0	0
NATIONAL CREDIT UNION ADMINISTRATION	3	0	0	0	0	6	0
NATIONAL ENDOWMENT FOR THE HUMANITIES OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
NATIONAL FOUNDATION ON THE ARTS AND THE HUMANITIES ..	78	0	17	6	0	11	0
NATIONAL LABOR RELATIONS BOARD	6	0	19	7	1	1	0
NATIONAL MEDIATION BOARD	3	0	1	0	0	3	0
NATIONAL SCIENCE FOUNDATION	2	0	85	0	10	0	32
NATIONAL SCIENCE FOUNDATION OFFICE OF THE INSPECTOR GENERAL	0	0	0	0	0	0	1
NATIONAL TRANSPORTATION SAFETY BOARD	5	0	2	1	0	7	0
NORTHERN BORDER REGIONAL COMMISSION	1	1	0	0	0	0	0
NUCLEAR REGULATORY COMMISSION	5	0	44	0	0	0	18
NUCLEAR REGULATORY COMMISSION OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	0	0	0	1
NUCLEAR WASTE TECHNICAL REVIEW BOARD	0	11	0	0	0	0	0
OCCUPATIONAL SAFETY AND HEALTH REVIEW COMMISSION	3	0	3	1	0	2	0
OFFICE OF GOVERNMENT ETHICS	1	0	1	0	0	1	0
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION	1	0	0	0	0	0	0
OFFICE OF PERSONNEL MANAGEMENT	2	0	37	14	1	19	0
OFFICE OF PERSONNEL MANAGEMENT OFFICE OF THE INSPEC- TOR GENERAL	1	0	0	0	0	0	0
OFFICE OF SPECIAL COUNSEL	1	0	0	1	0	0	0
OFFICE OF THE DIRECTOR FOR NATIONAL INTELLIGENCE	5	2	0	0	0	0	0
OFFICE OF THE FEDERAL COORDINATOR ALASKA NATURAL GAS TRANSPORTATION PROJECTS	1	0	0	0	0	0	0
OFFICE OF THE SECRETARY OF DEFENSE OFFICE OF THE IN- SPECTOR GENERAL	1	0	1	0	0	0	0
OVERSEAS PRIVATE INVESTMENT CORPORATION	9	0	0	0	0	2	13
PEACE CORPS	2	0	0	0	0	0	21
PENSION BENEFIT GUARANTY CORPORATION	1	0	0	0	0	2	0
PENSION BENEFIT GUARANTY CORPORATION OFFICE OF IN- SPECTOR GENERAL	0	0	0	0	0	0	2
POSTAL REGULATORY COMMISSION	5	0	0	0	0	0	18
PRESIDENTS COMMISSION ON WHITE HOUSE FELLOWSHIPS	0	0	0	1	0	3	0
PRESIDIO TRUST	0	5	0	1	0	0	21
PRIVACY AND CIVIL LIBERTIES AND OVERSIGHT BOARD	5	0	0	0	0	0	0
RAILROAD RETIREMENT BOARD	4	0	1	0	0	0	0
RAILROAD RETIREMENT BOARD OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
SECURITIES AND EXCHANGE COMMISSION	1	4	0	0	0	15	0
SELECTIVE SERVICE SYSTEM	1	0	0	1	0	1	0
SMALL BUSINESS ADMINISTRATION	4	0	51	14	0	39	0
SMALL BUSINESS ADMINISTRATION OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
SMITHSONIAN INSTITUTION	0	0	0	0	0	0	2
SOCIAL SECURITY ADMINISTRATION	3	2	160	10	2	2	16
SOCIAL SECURITY ADMINISTRATION OFFICE OF THE INSPEC- TOR GENERAL	2	0	0	0	0	0	0

Agency or Department	PAS	PA	GEN	NA	TA	SC	XS
TENNESSEE VALLEY AUTHORITY	10	0	0	0	0	0	0
TRADE AND DEVELOPMENT AGENCY	1	0	0	0	0	4	0
UNITED STATES—CHINA ECONOMIC AND SECURITY REVIEW COMMISSION	0	0	0	0	0	0	12
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT	11	1	17	2	1	0	90
UNITED STATES AGENCY FOR INTERNATIONAL DEVELOPMENT OFFICE OF THE INSPECTOR GENERAL	1	0	0	0	0	0	0
UNITED STATES COMMISSION FOR THE PRESERVATION OF AMERICA'S HERITAGE ABROAD	0	21	0	0	0	0	0
UNITED STATES COMMISSION ON INTERNATIONAL RELIGIOUS FREEDOM	0	3	0	0	0	0	6
UNITED STATES ELECTION ASSISTANCE COMMISSION	4	0	0	0	0	0	2
UNITED STATES HOLOCAUST MEMORIAL COUNCIL	0	57	0	0	0	0	0
UNITED STATES INSTITUTE OF PEACE	15	0	0	0	0	0	0
UNITED STATES INTERAGENCY COUNCIL ON THE HOMELESS	0	0	0	0	0	0	1
UNITED STATES INTERNATIONAL TRADE COMMISSION	8	0	12	1	0	24	0
UNITED STATES INTERNATIONAL TRADE COMMISSION OFFICE OF THE INSPECTOR GENERAL	0	0	1	0	0	0	0
UNITED STATES POSTAL SERVICE	11	0	1	0	0	0	36
UTAH RECLAMATION MITIGATION AND CONSERVATION COMMISSION	0	5	0	0	0	0	1
WOODROW WILSON INTERNATIONAL CENTER FOR SCHOLARS ...	0	0	0	0	0	0	3
WORLD WAR I CENTENNIAL COMMISSION	0	3	0	0	0	0	1
TOTAL (8358)	1242	472	3684	761	76	1538	585

APPENDIX NO. 2

SENIOR EXECUTIVE SERVICE

The Senior Executive Service (SES) is a personnel system covering top level policy, supervisory, and managerial positions in most Federal agencies. Positions in Government corporations, the FBI and Drug Enforcement Administration, certain intelligence agencies, certain financial regulatory agencies, and the Foreign Service are exempt from the SES.

The SES includes most Civil Service positions above grade 15 of the General Schedule. An agency may establish an SES position only within an allocation approved by the U.S. Office of Personnel Management (OPM). Currently, there are 9936 SES positions allocated by OPM to agencies.

Types of SES Positions

There are two types of SES positions: Career Reserved and General. About half of the SES positions are designated in each category. Once a position is designated by an agency, the designation may not be changed without prior OPM approval.

SES positions are designated Career Reserved when the need to ensure impartiality, or the public's confidence in the impartiality of the Government, requires that they be filled only by career employees (e.g., law enforcement and audit positions).

The remaining SES positions are designated General. A General position may be filled by a career appointee, a noncareer appointee, or, if the position meets the criteria described below, by a limited term or limited emergency appointee. Because of the limitations on the number of limited appointees, most General positions are filled by career appointees.

A given General position may be filled at one time by a career appointee and at another time by a noncareer or limited appointee, or vice versa. Because of the limitations on the number of noncareer and limited appointees, as discussed below, most General positions are filled by career appointees. This publication lists only General positions since Career Reserved positions must be filled by a career appointee.

Appointments to SES Positions

The legislation establishing the SES provides three methods of appointment. Veterans preference is not applicable in the SES.

(1) Career appointment: Career appointments are made through a Governmentwide or an "all sources" merit staffing (competitive) process, including recruitment through a published announcement, rating and ranking of eligible candidates, approval by the agency of the professional qualifications of the selected candidate, and a further review and approval of the executive/managerial qualifications of the proposed selectee by an OPM-administered SES Qualifications Review Board.

Traditionally, a career appointee serves a 1-year probationary period. Upon completion, the appointee acquires tenure rights and may be removed from the SES only for cause or for poor performance. (A performance appraisal for a career appointee may not be made, however, within 120 days after the beginning of a new Presidential Administration, i.e., one where the President changes.)

When a career appointee is reassigned within an agency, he or she must be given at least a 15-day advance written notice. If the reassignment is to another commuting area, the notice period is 60 days; the agency first must consult with the individual as to the reasons and the individual's preferences.

A career appointee may not be involuntarily reassigned within 120 days after the appointment of a new agency head, or during the same period after the appointment of a noncareer supervisor who has the authority to make an initial appraisal of the career appointee's performance. A career appointee may not be involuntarily transferred to another agency.

Like all career Federal employees, a career SES appointee is entitled to protection against retaliatory or politically motivated personnel actions and may lodge a complaint with the Office of the Special Counsel if a prohibited personnel practice has occurred.

(2) Noncareer appointment: By law, no more than 10 percent of total SES positions Governmentwide may be filled by noncareer appointees. The proportion of noncareer appointees may, however, vary from agency to agency, generally up to a limit of 25 percent of the agency's number of SES positions. OPM approves each use of a noncareer authority by an agency, and the authority reverts to OPM when the noncareer appointee leaves the position.

Noncareer appointees may be appointed to any SES General position. There is no requirement for competitive staffing, but the agency head must certify that the appointee meets the qualifications requirements for the position.

Any noncareer appointee may be removed by the appointing authority (e.g., for loss of confidence or change in policy). There is no appeal right.

(3) Limited appointment: Limited appointments are used in situations where the position is not continuing (e.g., to head a special project), or where the position is established to meet a bona fide, unanticipated, urgent need. Limited term appointments may not exceed 3 years; limited emergency appointments, 18 months.

By law, limited appointments Governmentwide may not exceed 5 percent of total SES positions. The appointments may be made only to General positions. Generally, OPM allocates limited appointment authorities on a case-by-case basis. However, each agency has a small pool of limited authorities equal to 3 percent of their total SES position allocation from OPM. Such pool authorities may be used only for appointment of career or career-type Federal civil service employees. Selection procedures and qualification requirements are determined by the agency, and the incumbent serves at the pleasure of the appointing authority.

By law, the appointment to or removal from any SES position in an independent regulatory commission shall not be subject, directly or indirectly, to review or approval by an officer or entity within the Executive Office of the President.

APPENDIX NO. 3

SCHEDULE C POSITIONS

Schedule C positions are excepted from the competitive service because of their confidential or policy-determining character. Most such positions are at grade 15 of the General Schedule or lower. Schedule C positions above the GS-15 level are either in the Senior Level (SL) personnel system or are specifically authorized in law.

The decision concerning whether to place a position in Schedule C is made by the Director, U.S. Office of Personnel Management, upon agency request. Such requests are considered on a case-by-case basis. In addition to consideration of the justification submitted by the agency, OPM may conduct an independent review and analysis. In addition to the Schedule C positions authorized by the OPM Director, a limited number of positions may be placed under Schedule C by Executive Order of the President or by legislation.

Requests for Schedule C exception are appropriate when:

- (1) The position involves making or approving substantive policy recommendations; or
- (2) The work of the position can be performed successfully only by someone with a thorough knowledge of and sympathy with the goals, priorities, and preferences of an official who has a confidential or policy determining relationship with the President or the agency head. There are special requirements for the types of superiors who are eligible for Schedule C secretaries.

The immediate supervisor of a Schedule C position must be a Presidential appointee, a Senior Executive Service appointee (career or noncareer) occupying a General position, or a Schedule C appointee. The immediate supervisor may not occupy a position in the competitive service or a Career Reserved position in the Senior Executive Service.

The only time when OPM approval is not required for a Schedule C position is when a position is filled by a temporary Schedule C appointment during a Presidential transition, a change of agency head, or establishment of a new agency. Temporary Schedule C positions may be established for 120 days, with one extension of 120 days, under conditions prescribed by OPM. There is a limit on the number of such positions that can be established by an agency. New appointments may be made only during the 1-year period beginning on the date of the agency head's appointment, a new Administration or establishment of a new agency.

By law, the agency head must certify to OPM that both Schedule C and temporary Schedule C positions are not being requested for the sole purpose of detailing the incumbent to the White House.

Agencies may fill Schedule C positions noncompetitively. Because of the confidential or policy-determining nature of Schedule C positions, the incumbents serve at the pleasure of the appointing authority (usually the agency head) and may be removed at any time. They are not covered under conduct-based or performance-removal procedures that apply to certain other excepted Service appointees.

Schedule C positions authorized by OPM are automatically revoked when the incumbent leaves the position (i.e., there is no such thing as a "vacant" Schedule C position).

APPENDIX NO. 4

FEDERAL SALARY SCHEDULES FOR 2016

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2016.

EXECUTIVE SCHEDULE (EX)

Level I	\$205,700
Level II	\$185,100
Level III	\$170,400
Level IV	\$160,300
Level V	\$150,200

SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.**

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$123,175	\$185,100
Agencies without a Certified SES Performance Appraisal System	\$123,175	\$170,400

SENIOR LEVEL (SL)

Pay for SL positions ranges from 120 percent of the rate of basic pay for GS-15, step 1 to the rate payable for level III of the Executive Schedule. For agencies without a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments.**

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$123,175	\$185,100
Agencies without a Certified SES Performance Appraisal System	\$123,175	\$170,400

**Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 (Pub. L. 111-84, October 28, 2009).

GENERAL SCHEDULE (GS)

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2016 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

GENERAL SCHEDULE

Grade	2016 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$18,343	\$18,956	\$19,566	\$20,173	\$20,783	\$21,140	\$21,743	\$22,351	\$22,375	\$22,941
GS-2	20,623	21,114	21,797	22,375	22,629	23,295	23,961	24,627	25,293	25,959
GS-3	22,502	23,252	24,002	24,752	25,502	26,252	27,002	27,752	28,502	29,252
GS-4	25,261	26,103	26,945	27,787	28,629	29,471	30,313	31,155	31,997	32,839
GS-5	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,798	36,740
GS-6	31,504	32,554	33,604	34,654	35,704	36,754	37,804	38,854	39,904	40,954
GS-7	35,009	36,176	37,343	38,510	39,677	40,844	42,011	43,178	44,345	45,512
GS-8	38,771	40,063	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399
GS-9	42,823	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666
GS-10	47,158	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306
GS-11	51,811	53,538	55,265	56,992	58,719	60,446	62,173	63,900	65,627	67,354
GS-12	62,101	64,171	66,241	68,311	70,381	72,451	74,521	76,591	78,661	80,731
GS-13	73,846	76,308	78,770	81,232	83,694	86,156	88,618	91,080	93,542	96,004
GS-14	87,263	90,172	93,081	95,990	98,899	101,808	104,717	107,626	110,535	113,444
GS-15	102,646	106,068	109,490	112,912	116,334	119,756	123,178	126,600	130,022	133,444

2016 LOCALITY PAY AREAS AND RATES

ALBANY–SCHENECTADY, NY	14.49%
ALBUQUERQUE–SANTA FE–LAS VEGAS, NM	14.37%
ATLANTA–ATHENS–CLARKE COUNTY–SANDY SPRINGS, GA–AL	19.58%
AUSTIN–ROUND ROCK, TX	14.51%
BOSTON–WORCESTER–PROVIDENCE, MA–RI–NH–CT–ME	25.19%
BUFFALO–CHEEKTOWAGA, NY	17.31%
CHARLOTTE–CONCORD, NC–SC	14.44%
CHICAGO–NAPERVILLE, IL–IN–WI	25.44%
CINCINNATI–WILMINGTON–MAYSVILLE, OH–KY–IN	18.76%
CLEVELAND–AKRON–CANTON, OH	18.87%
COLORADO SPRINGS, CO	14.52%
COLUMBUS–MARION–ZANESVILLE, OH	17.41%
DALLAS–FORT WORTH, TX–OK	21.04%
DAVENPORT–MOLINE, IA–IL	14.43%
DAYTON–SPRINGFIELD–SIDNEY, OH	16.50%
DENVER–AURORA, CO	22.93%
DETROIT–WARREN–ANN ARBOR, MI	24.40%
HARRISBURG–LEBANON, PA	14.74%
HARTFORD–WEST HARTFORD, CT–MA	26.20%
HOUSTON–THE WOODLANDS, TX	29.11%
HUNTSVILLE–DECATUR–ALBERTVILLE, AL	16.37%
INDIANAPOLIS–CARMEL–MUNCIE, IN	14.92%
KANSAS CITY–OVERLAND PARK–KANSAS CITY, MO–KS	14.49%
LAREDO, TX	14.59%
LAS VEGAS–HENDERSON, NV–AZ	14.55%
LOS ANGELES–LONG BEACH, CA	27.65%
MIAMI–FORT LAUDERDALE–PORT ST. LUCIE, FL	21.05%
MILWAUKEE–RACINE–WAUKESHA, WI	18.39%
MINNEAPOLIS–ST. PAUL, MN–WI	21.30%
NEW YORK–NEWARK, NY–NJ–CT–PA	29.20%
PALM BAY–MELBOURNE–TITUSVILLE, FL	14.42%
PHILADELPHIA–READING–CAMDEN, PA–NJ–DE–MD	22.22%
PHOENIX–MESA–SCOTTSDALE, AZ	17.12%
PITTSBURGH–NEW CASTLE–WEIRTON, PA–OH–WV	16.68%
PORTLAND–VANCOUVER–SALEM, OR–WA	20.69%
RALEIGH–DURHAM–CHAPEL HILL, NC	17.94%
RICHMOND, VA	16.76%
SACRAMENTO–ROSEVILLE, CA–NV	22.61%
SAN DIEGO–CARLSBAD, CA	24.73%
SAN JOSE–SAN FRANCISCO–OAKLAND, CA	35.75%
SEATTLE–TACOMA, WA	22.26%
ST. LOUIS–ST. CHARLES–FARMINGTON, MO–IL	14.49%
TUCSON–NOGALES, AZ	14.51%
WASHINGTON–BALTIMORE–ARLINGTON, DC–MD–VA–WV–PA	24.78%
REST OF UNITED STATES (Consisting of those portions of the United States and its territories and possessions as listed in 5 CFR 591.205 not located within another locality pay area.)	14.35%
STATE OF ALASKA	25.16%
STATE OF HAWAII	16.18%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Website at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2016/saltbl.pdf>.

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2016. The tables incorporate a locality payment of 24.78 percent.

GENERAL SCHEDULE

Grade	2016 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$22,888	\$23,653	\$24,414	\$25,172	\$25,933	\$26,378	\$27,131	\$27,890	\$27,920	\$28,626
GS-2	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
GS-3	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,629	35,565	36,501
GS-4	31,521	32,571	33,622	34,673	35,723	36,774	37,825	38,875	39,926	40,977
GS-5	35,265	36,441	37,616	38,792	39,967	41,142	42,318	43,493	44,669	45,844
GS-6	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,102
GS-7	43,684	45,140	46,597	48,053	49,509	50,965	52,421	53,878	55,334	56,790
GS-8	48,378	49,991	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888
GS-9	53,435	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460
GS-10	58,844	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498
GS-11	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
GS-12	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
GS-13	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
GS-14	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
GS-15	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300	160,300

SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

SPECIAL SALARY RATES FOR LEOs

Grade	2016 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-3	\$27,002	\$27,752	\$28,502	\$29,252	\$30,002	\$30,752	\$31,502	\$32,252	\$33,002	\$33,752
GS-4	30,313	31,155	31,997	32,839	33,681	34,523	35,365	36,207	37,049	37,891
GS-5	34,856	35,798	36,740	37,682	38,624	39,566	40,508	41,450	42,392	43,334
GS-6	36,754	37,804	38,854	39,904	40,954	42,004	43,054	44,104	45,154	46,204
GS-7	39,677	40,844	42,011	43,178	44,345	45,512	46,679	47,846	49,013	50,180
GS-8	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	51,691	52,983
GS-9	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	57,093
GS-10	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	62,878

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

THE FOREIGN SERVICE SCHEDULE

	Class								
	1	2	3	4	5	6	7	8	9
Step 1	\$102,646	\$83,173	\$67,395	\$54,610	\$44,250	\$39,558	\$35,364	\$31,614	\$28,262
Step 2	105,725	85,668	69,417	56,248	45,578	40,745	36,425	32,562	29,110
Step 3	108,897	88,238	71,499	57,936	46,945	41,967	37,518	33,539	29,983
Step 4	112,164	90,885	73,644	59,674	48,353	43,226	38,643	34,545	30,883
Step 5	115,529	93,612	75,854	61,464	49,804	44,523	39,802	35,582	31,809
Step 6	118,995	96,420	78,129	63,308	51,298	45,859	40,997	36,649	32,763
Step 7	122,565	99,313	80,473	65,207	52,837	47,234	42,226	37,749	33,746
Step 8	126,242	102,292	82,887	67,163	54,422	48,651	43,493	38,881	34,759
Step 9	130,029	105,361	85,374	69,178	56,055	50,111	44,798	40,048	35,801
Step 10	133,444	108,522	87,935	71,254	57,736	51,614	46,142	41,249	36,875
Step 11	133,444	111,778	90,573	73,391	59,468	53,163	47,526	42,487	37,982
Step 12	133,444	115,131	93,290	75,593	61,252	54,758	48,952	43,761	39,121
Step 13	133,444	118,585	96,089	77,861	63,090	56,400	50,421	45,074	40,295
Step 14	133,444	122,142	98,972	80,197	64,983	58,092	51,933	46,426	41,504

SENIOR FOREIGN SERVICE SCHEDULE

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2016 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC	\$123,175	\$173,808
MC	\$123,175	\$182,328
CM, CA	\$123,175	\$185,100

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION
FEDERAL SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST
APPLICABLE PAY PERIOD BEGINNING ON OR AFTER JANUARY 1, 2016**

**SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH
(38 U.S.C. 7306)***

	Minimum	Maximum
Assistant Under Secretaries for Health	\$123,175	\$185,100**
Only applies to incumbents who are not physicians or dentists)		
Service Directors (non Physicians)	\$123,175	\$185,100
Service Directors (Physicians)	\$100,957	\$148,071
Director, National Center for Preventive Health	\$99,628	\$145,113
Chief Consultant Preventive Medicine	\$100,957	\$148,071
Physician and Dentist Base and Longevity Schedule***		
Physician Grade	\$100,957	\$148,071
Dentist Grade	\$100,957	\$148,071
Clinical Podiatrist, Chiropractor, and Optometrist Schedule		
Chief Grade	\$102,646	\$133,444
Senior Grade	87,263	113,444
Intermediate Grade	73,846	96,004
Full Grade	62,101	80,731
Associate Grade	51,811	67,354
Physician Assistant and Expanded-Function Dental Auxiliary Schedule ****		
Director Grade	\$102,646	\$133,444
Assistant Director Grade	87,263	113,444
Chief Grade	73,846	96,004
Senior Grade	62,101	80,731
Intermediate Grade	51,811	67,354
Full Grade	42,823	55,666
Associate Grade	36,850	47,902
Junior Grade	31,504	40,954

*This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

**Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$150,200.

***Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

****Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

APPENDIX NO. 5

OFFICE OF THE VICE PRESIDENT

The Vice Presidency is a unique office that is neither a part of the executive branch nor a part of the legislative branch, but is attached by the Constitution to the latter. The Vice Presidency performs functions in both the legislative branch (see article I, section 3 of the Constitution) and in the executive branch (see article II, and amendments XII and XXV, of the Constitution, and section 106 of title 3 of the United States Code).

The annual legislative branch appropriations act (see, for example, Public Law 109–55) and the annual transportation-treasury appropriations act (see, for example, Public 109–115) provide funds for the Vice President to hire employees to assist him in carrying out his legislative and executive functions. Executive branch employees also may be assigned or detailed to the Vice President (see 3 U.S.C. 112) and the Vice President may employ consultants (see 3 U.S.C. 106(a)). The Office of the Vice President (OVP) consists of the aggregation of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation, Vice Presidential employees employed with the Vice President's executive appropriation, employees assigned or detailed to the Vice President, and consultants engaged by the Vice President.

The numbers, titles and salaries of OVP personnel change with some frequency. The salaries of Vice Presidential employees whose salary is disbursed by the Secretary of the Senate from the Vice President's legislative appropriation cannot exceed a maximum specified by law (see 2 U.S.C. 60a-1). The salaries of Vice Presidential employees whose salary comes from the Vice President's executive appropriation also cannot exceed a maximum specified by law (see 3 U.S.C. 106). The authority to appoint, administratively determine the pay of, and discharge Vice Presidential employees rests with the Vice President.

The current duty station of all OVP positions is Washington, DC.

