

APPENDIX C

TENURE GROUPS

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| Tenure Group 0, i.e., no tenure group | Employee is in none of the tenure groups established for reduction-in-force purposes. This group includes Senior Executive Service (SES) personnel. |
| Tenure Group 1 | Competitive service - Tenure group 1 includes employees serving under career appointments who either have completed initial appointment probation or are not required to serve initial appointment probation. Excepted service - Tenure group 1 includes permanent employees whose appointments carry no restriction or condition such as conditional, indefinite, specific time limitation, or trial period. |
| Tenure Group 2 | Competitive service - Tenure group 2 includes employees serving under career-conditional appointments, and under career appointments who are serving initial appointment probation. Excepted service - Tenure group 2 includes employees who are serving trial periods, or whose tenure is equivalent to career-conditional tenure in the competitive service in agencies that have that type of appointment (for example, excepted appointment-conditional). |
| Tenure Group 3 | Competitive service - Tenure group 3 includes indefinite employees, employees under temporary appointments pending establishment of registers, employees under term appointments, employees in status quo, and employees under any other non-status non-temporary appointments. Excepted service- Tenure group 3 includes employees whose tenure is indefinite; that is, without specific time limitation but not actually or potentially permanent, or with a specific time limitation of more than one year; also, employees who, though currently under appointments limited to one year or less, complete one year of current continuous employment. |