

CONDITIONS OF EMPLOYMENT
EXCEPTED SERVICE APPOINTMENTS

It is understood by the undersigned that the following conditions apply when accepting an excepted appointment:

1. For the purpose of Reduction-In-Force, appointees in the Excepted Service do not compete with employees in the Competitive Service and vice versa.
2. Appointees who have previously worked within the Competitive Service (Career or Career-Conditional) and accept appointments within the Excepted Service will no longer be in the competitive service and will not be eligible for noncompetitive consideration for Career and Career-Conditional Appointments.
3. Appointees who have previously worked within the Competitive Service and have reinstatement eligibility may be eligible for consideration for Career/Career-Conditional positions as reinstatement and/or transfer eligibles.
4. Employees in the Excepted Service are placed in the following tenure groups:
 - a. Tenure Group I - Permanent employees whose Excepted Appointments are without limitation or do not require serving a trial period.
 - b. Tenure Group II - Employees who are serving trial periods, or whose tenure is conditional for the first three years after non-temporary appointment.

or

Veterans serving under a two-year VRA training appointment; tenure is conditional for the first two years of non-temporary appointment. After two years of satisfactory employment employee is non-competitively converted to a competitive conditional appointment for one year.

- c. Tenure Group III - Employees serving in Excepted Appointments which are indefinite or temporary excepted appointments with time limits in excess of one year.

NOTE: SERVICE TOWARD TENURE IN THE EXCEPTED SERVICE IS NOT CREDITABLE TOWARD TENURE IN THE COMPETITIVE SERVICE.

5. Leave, Compensation, Federal Group Life Insurance, Health and Retirement benefits will be the same as those provided to Career or Career-Conditional employees.
6. **DISAM INSTRUCTORSHIPS:** Schedule B Excepted Appointments. Each initial appointment will be a three-year time-limited appointment. At the time of the expiration of the initial appointment, an employee who adequately demonstrates professional competence can be given a new appointment without time limitation. An initial

appointment can be allowed to expire for an employee who does not adequately demonstrate professional competence.

7. AFIT PROFESSORSHIPS: Schedule A or Schedule B Excepted Appointments. Each initial appointment is for a term of not more than three years. A reappointment not granting permanent academic tenure will be for a specified term and will terminate upon expiration of that term. Employee's in the AD pay plan will not be eligible for permanent civil service appointment until permanent academic tenure has been granted. Employee's in the GS pay plan may be eligible for permanent civil service appointment after two years of service.

8. Selective Service Registration: Section 1622 of the Defense Authorization Act of 1986 requires all males born after 31 December 1959 who are or were required to register under Section 3 of the Military Selective Service Act, and who are seeking appointment to any civilian position in the Executive Agency of the Federal Government, to be registered with the Selective Service System.

9. It is further understood that the undersigned agrees to the conditions of this appointment as stated and, if applicable, is voluntarily agreeing to leave the competitive service to accept appointment in the excepted service.

Candidates Signature

Date

CPO Representative Signature

Date