OPM Guide to Processing Personnel Actions (GPPA)

Quick Sheet: Tenure Group Movement Map

This quick sheet provides an explanation of how employees move from their current tenure group to the Reduction in Force tenure status enacted on September 2, 2026, and where they go later when the conditions of their placement are met or change. This map does not supersede any GPPA chapter. Contact HRLOB@opm.gov if you have questions.

NOTES

The RIF Final Rule applies according to the date an employee receives a specific RIF notice, and retention standing is fixed as of that date (5 CFR 351.507). Nothing in the rule directed agencies to reissue tenure change SF-50s on September 2. What changed on that date was the number of tenure groups and their definitions.

The "Status on September 2, 2026" column in the scenario tables below states the employee's tenure group under 5 CFR 351.202(d) and 351.502 as of that date. An 880 / Change in Tenure Group is required when an employee actually moves between groups or subgroups, while remaining on the same appointment.

NEW DEFINITIONS AND CODES

SF-50 Block 24 values

0 – no group (not competing)

1 – tenure subgroup I (for both competitive service and excepted service)

2 – tenure subgroup II (for both competitive service and excepted service)

New LACs

PRB, PRC, and PRD

New Remarks

T12, T13, and T14

1. The one-time transition, by current code

Employees holding one of the four current code values on September 1 will move into a defined position under the new framework on/after September 2. This table summarizes the four starting points; the scenario tables that follow give the detail.

Code value	Who holds it today	Where the population goes	What to watch
Old Code: 0 New Code: 0 New Definition: No tenure	Competitive: temporary appointment of 1 year or less Excepted: temporary or time-limited appointment of 1 year or less SES	Remains in 0 No Tenure "Excluded - not a competing employee" status	Increase due to the removal of Code 3 and due to those on probation or trial periods New Remark Codes: **T12**, **T13**, and **T14** to note the move code 0
Old Code: 1 New Code: 1 New Definition: Subgroup I	Competitive: career employees past initial probation Excepted: permanent employees whose appointment carries no restriction or condition	Remains in 1 Competitive employees who qualified for Competitive Service Tenure Subgroup I Excepted employees who qualified for Excepted Service Tenure Subgroup I	No change
Old Code: 2 New Code: 2 New Definition: Subgroup II	Competitive: career-conditional employees, and career employees serving initial probation Excepted: trial-period employees and career-conditional-equivalent employees	May move to 0, 1, or stay in 2 Career and Career-conditional probationers and trial-period employees move to No tenure Career-conditional employees past probation, but not eligible for Tenure Subgroup I, move to Tenure Subgroup II Excepted Career-conditional-equivalent employees past trial periods / conditions, move to Tenure Subgroup II Competitive and Excepted eligible to be placed into Tenure Subgroup I, move to Subgroup I	Second largest population movement in the transition New Legal Authority Code (LAC) **PRB** to represent 5 CFR 351.202(d)(2) New Legal Authority Code (LAC) **PRC** to represent 5 CFR 351.202(d)(1)
Old Code: 3 Archived, no new code, definition, or group	Competitive: TAPER, term, status quo, indefinite, provisional and other non-status non-temporary appointments Excepted: indefinite appointments, time limits of more than 1 year, and employees past one year of continuous service	TAPER and other non-status competitive move to competitive subgroup II if probation period is completed, if not then to tenure group 0. Excepted, Term, indefinite and time-limited move out of a tenure group while on trial, then to excepted subgroup I if not time limited.	Largest population movement in the transition No employee remains coded 3 after the transition New Legal Authority Code (LAC) **PRD** to represent 5 CFR 351.202(d)(3)

2. Competitive Service Scenarios – Change in Tenure

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
C1	Career-conditional employee serving an initial probation period	Code 2	Move to "0" No tenure group 5 CFR 351.202(d)(2)(ii)	NOAC: 880 — Table 26-A Rule 7 LAC: PRB Remark: T12, Optional remark: T13
C2	Career-conditional employee who has completed probation but not the 3-year service requirement for career tenure	Code 2	Stay "2" Competitive service tenure subgroup II 5 CFR 351.502(a)(3)	No action
C3	Career/Career-conditional employee who has completed the probation period and met the 3-year service requirement for career tenure	Code 2	Move to "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)	NOAC: 880 — Table 26-A Rule 1 LAC: KMM Remark: T07
C4	Career employee who has completed the probation period or is not required to serve an additional probation period and career tenure is met	Code 1	Stay "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)	No action
C5	Career employee who has completed the probation period or is not required to serve an additional probation period and career tenure is not met	Code 2	Stay "2"	
C6	Career employee serving an initial probation period	Code 2	Move to "0" No tenure group 5 CFR 351.202(d)(2)	NOAC: 880 — Table 26-A Rule 7 LAC: PRB Remark: T12, Optional remark: T13
C7	Temporary appointment of 1 year or less under 5 CFR 316(D)	Code 0	Stay "0" No tenure group 5 CFR 351.202(d)(2)(iii)	No action
C8	Temporary or Provisional appointment (initially made for 1 year or less) extended past 12 months, probation period complete	Varies	Move to "0" Competitive service tenure subgroup II 5 CFR 351.502(a)(3)	If moving: NOAC: 880 — Table 26-A Rule 2 LAC: PGM Remark: E04

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
C9	Term appointment of more than 1 year, probation period not complete	Code 3	Move to “0” No tenure group 5 CFR 351.202(d)(2)	NOAC: 880 — Table 26-A Rule 7 LAC: PRB Remark: T12
C10	Term appointee who completes the probation period	Code 3	Stay “2” or Move to “2” Competitive service tenure subgroup II 5 CFR 351.502(a)(3)	If moving: NOAC: 880 — Table 26-A Rule 2 LAC: PGM Remark: E04
C11	Provisional appointment NTE more than 1 year, probation period not complete	Code 3	Move to “0” No tenure group 5 CFR 351.202(d)(2)	NOAC: 880 — Table 26-A Rule 7 LAC: PRB Remark: T12
C12	Provisional appointment NTE more than 1 year	Code 3	Move to “0” No tenure group 5 CFR 351.202(d)(2)	NOAC: 880 — Table 26-A Rule 7 LAC: PRB Remark: T12
C13	Reinstatement eligible reappointed to the competitive service with career tenure (and not on a probation period)	Code 1	Stay “1” Competitive service tenure subgroup I 5 CFR 351.502(a)(2)	NOAC: 880 — Table 26-A Rule 1 LAC: KMM Remark: T07
C14	Post-secondary student, initial appointment of 1 year or less	Code 0	Stay “0” No tenure group 5 CFR 316.911(a)/5 CFR 351.202(d)(2)	No action
C15	Post-secondary student, initial appointment more than 1 year, upon competition of initial probation period	Code 3	Move to “2” Competitive service tenure subgroup II 5 CFR 316.911(b)/ 5 CFR 351.502(a)(3)	NOAC: 880 — Table 26-A Rule 2 LAC: PGM Remark: E04

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
C16	Employee whose position is brought into the competitive service and who acquires status, career tenure, and probation period is complete	Varies	Stay "1" or Move to "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)(ii)	If moving: NOAC: 880 — Table 26-A Rule 1 LAC: KMM Remark: T07
C17	Administrative law judge appointed before excepted service Schedule E was established, remaining in the competitive service	Code 1	Stay "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)(iii)	No action
C18	Employee who acquired competitive status under 5 U.S.C. 3304(c) on transfer from the legislative or judicial branch	Code 1	Stay "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)(v)	No action
C19	Employee with substantial evidence of eligibility to acquire status and career tenure, case pending at OPM (includes EO 10826 cases)	Varies	Stay "1" or Move to "1" Competitive service tenure subgroup I 5 CFR 351.502(a)(2)(i)	NOAC: 880 — Table 26-A Rule 1 LAC: KMM Remark: T07
C20	Status quo, TAPER, and other non-status, non-temporary competitive appointments, with probation period met, if not excluded by 5 CFR 351.202(d) and not within subgroup I	Varies	Move to "2" Competitive service tenure subgroup II 5 CFR 351.502(a)(3)	NOAC: 880 — Table 26-A Rule 2 LAC: PGM Remark: E04
C21	Senior Executive Service	Code 0	Stay "0" No tenure group	No action
C22	Indefinite appointment for employee who has completed a probationary/trial period	Code 2	Stay in "2"	
C23	Indefinite appointment for employee who has not completed a probationary/trial period	Varies	Moves to 0	

3. Excepted Service Scenarios – Change in Tenure

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
E1	Excepted appointment without time limit, trial period not complete	Code 2	Move to “0” No tenure group 5 CFR 351.202(d)(1)(ii)	NOAC: 880 — Table 26-A Rule 8 LAC: PRC Remark: T12, Optional remark: T09
E2	Excepted appointment without time limit, trial period complete	Code 2	Move to “1” Excepted service tenure subgroup I 5 CFR 351.502(b)(2)	NOAC: 880 — Table 26-A Rule 4 LAC: PKM Remark: E03, T08
E3	Excepted appointment without time limit, tenure met, trial period complete	Code 1	Stay “1” Excepted service tenure subgroup I 5 CFR 351.502(b)(2)	No action
E4	Temporary or time limit of 1 year or less	Code 0	Stay “0” No tenure group 5 CFR 351.202(d)(1)(i)	No action
E5	Temporary appointment (initially made for 1 year or less) extended beyond 12 months	Code 3	Move to “0”	
E6	Time-limited appointment of more than 1 year, completed the year but trial period not complete	Code 3	Move to “0” No tenure group 5 CFR 351.202(d)(1)(i)	NOAC: 880 — Table 26-A Rule 8 LAC: PRC Remark: T12
E7	Time-limited appointment of more than 1 year, tenure not met, trial period complete	Code 2	Stay “2” Competitive service tenure subgroup II 5 CFR 351.502(b)(3)	No action

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
E8	Indefinite appointment without time limit, trial period not complete	Code 3	Move to “0” No tenure group 5 CFR 351.202(d)(1)	NOAC: 880 — Table 26-A Rule 8 LAC: PRC Remark: T12
E9	Indefinite appointment without time limit, trial period complete	Code 2	Stay/Move to “2”	
E10	Schedule C appointee	Code 0	Stay “0” No tenure group 5 CFR 351.202(d)(1)(iii)	No action
E11	Schedule G appointee	Code 0	Stay “0” No tenure group 5 CFR 351.202(d)(1)(iv)	No action
E12	VRA appointee serving a 2-year trial period	Code 2	Move to “0” No tenure group 5 CFR 351.202(d)(1)(ii)	NOAC: 880 — Table 26-A Rule 8 LAC: PRC Remark: T12
E13	Intern/Recent Graduate - Students whose initial appointment was for a period of 1 year or less are not assigned a tenure group and do not compete in a RIF	Code 2	Move to “0” No tenure group 5 CFR 316.911(a)/5 CFR 351.202(d)(1)(i)	NOAC: 880 — Table 26-A Rule 8 LAC: PRC Remark: T12
E14	Intern/Recent Graduate - Students whose initial appointment was for a period of 1 year more	Code 3	Move to “0”	
E15	Seasonal employee	Code 0	Stay “0” No tenure group 5 CFR 351.202(d)(1)(i)	No action

ID	Scenario	As of Sept 1, 2026	Status on/after Sept 2, 2026	How it is recorded
E16	Excepted employee whose tenure is equivalent to career-conditional tenure in the competitive service, and trial period is complete	Code 2	Stay "2" Competitive service tenure subgroup II 5 CFR 351.502(b)(3)	No action

4. Scenarios Affecting Both Services

ID	Scenario	As of Sept 1, 2026	Status on Sept 2, 2026	Later movement	What triggers the action	How it is recorded
B1	Restoration-protected employee returning from uniformed service	Per the underlying appointment	A competing employee entitled to retention for 6 months or 1 year after restoration 5 CFR 351.203; 353.209(b)	Reverts to the standing of the underlying appointment when the protected period ends	Expiration of the 6-month or 1-year protected period	Not a tenure group as such. May consider a remark so the protected period is visible on the record if/before RIF notice is issued.
B2	Any employee whose block 24 value is coded after September 2, 2026, but the entry does not align with the RIF rule.	Code Varies	Requires a correction	The confirmed value	Not a tenure change — an error correction	002 / Correction under Ch 32 with remark C11 or C13 where the correction reaches an earlier action. Use additional remarks as required.