

U.S Office of Personnel Management
Operating Manual Update

The Guide to Processing Personnel Actions

Update 73 - Chapter 9

Notice

This Guide and its Updates are available for viewing/printing on the [OPM.gov website](https://www.opm.gov). In lieu of contacting OPM, agency Human Resources representatives responsible for processing personnel actions should follow the instructions on the web site if interested in signing up to automatically receive Updates electronically.

Distribution: Operating Manual, The Guide to Processing Personnel Actions

U.S Office of Personnel Management

Summary of Changes, Chapter 9 (Update 73)

| Removed Pages | Identification | Insert Page | Explanation of Changes |
|---------------|----------------|-------------|---|
| 9-1 thru 9-49 | N/A | 1 thru 49 | Chapter 9, in its' entirety has been updated, to include: (1) reformatted page numbers from 9-1, 9-2, 9-3, etc., to new format of 1,2,3, etc.; (2) added a footnote to each page to reflect Chapter number and title of guide; (3) reformatted text from column to paragraph to meet 508 compliance requirements; (4) distinguished new text changes and/or additions in >dark red font surrounded by angled brackets< ; (5) distinguished deletion/removal of text with *** in green font ; and, (6) removed all symbols annotating historical changes throughout the chapter. |

Listing of Specific Changes to Chapter 9

| Chapter | Page Number(s) | Explanation of Changes |
|---------|----------------|--|
| 9 | Various | Added new note to various Chapter 9 tables regarding the use of new secondary legal Authority Code (LAC) ZBB when actions are in support of the Infrastructure Investment and Jobs Act . |
| 9 | 6-8 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-A, rules 1 through 18. |
| 9 | 9 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-B, rules 1 through 4. |

| Chapter | Page Number(s) | Explanation of Changes |
|---------|----------------|---|
| 9 | 9 | Table 9-B, note 2, removed Direct Hire Authority for Acquisition positions. |
| 9 | 9 | Table 9-B, note 2, added Delegated Direct Hire Authority for IT (Severe Shortage (DA-001) and for IT Critical Hiring Need (DA-002). |
| 9 | 9 | Table 9-B, note 2, added Direct Hire Authority for STEM Positions (GW007). |
| 9 | 9 | Table 9-B, note 2, added Direct Hire Authority for Cybersecurity positions (GW008). |
| 9 | 10-16 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-C, rules 1 through 44. |
| 9 | 17-24 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-D, rules 1 through 46. |
| 9 | 25-26 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-E, rules 1 through 14. |
| 9 | 27-28 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-F, rules 1 through 17. |
| 9 | 29-25 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-G, rules 1 through 78. |
| 9 | 30 | Removed reference to revoked Executive Orders 10880, 10080, and 10157 in Table 9-G, rules 11 through 14. |
| 9 | 35 | Created Rules 73 and 74 to Table 9-G to document Post-Secondary Student conversions under 5 USC 3116 |
| 9 | 35 | Created Rules 75 through 78 to Table 9-G to document College Graduate hiring under 5 USC 3115 |
| 9 | 36-40 | Incorporated regulatory hyperlinks, notes, and jump to links to remarks in Table 9-H, rules 1 through 26. |
| 9 | 41-49 | Added links to Table 9-I to return user to Tables 9-A through 9-H. |

Chapter 9: Career and Career-Conditional Appointments (Natures of Action 100, 101, 130, 140, 141, 500, 501, 540, 541)

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New text changes and/or additions are distinguished in **>dark red font surrounded by angled brackets<**. Deletion/removal of text is distinguished with ******* in green font.

1. Coverage

This chapter covers permanent appointments in the competitive service by:

- a. appointment from a civil service certificate or under a direct hire recruiting authority or special authority;
- b. conversion or change of appointment, under either the same or a different authority, in the same agency without a break in service;
- c. transfer or movement from a permanent competitive service appointment in another agency without a break in service;
- d. reinstatement or reappointment for which the person qualifies because of an earlier permanent competitive service appointment;
- e. exercise of restoration or re-employment rights.

2. Special Conditions

When making permanent appointments in the competitive service, certain special conditions may impact the documentation of the personnel actions and require additional instructions.

- a. **Person is retired.** When the person being appointed is retired from Federal civilian service, follow the guidance in Chapter 3 (Figure 3-4), in addition to instructions in this chapter.
- b. **Return-to-duty on the same date.** If an employee is being converted to a new appointment on the same date that he or she returns to duty from nonpay status, both the return to duty action and the conversion must be documented.

Follow the instructions in Chapter 16 to document the return to duty and the instructions in this chapter to document the conversion. If the actions are being documented on a single Standard Form 52, Request for Personnel Action (and Standard

Form 50, Notification of Personnel Action), enter the nature of action and authority for the return to duty in blocks 5A-5F and those for the conversion in blocks 6A-6F.

- c. **Changes to the work schedule or the number of hours.** If the employee's work schedule or the number of hours he or she works on a part-time basis, will change as a result of a conversion action, the new schedule/hours must be documented.

Follow the instructions in Chapter 24 to select the nature of action, authority and remarks for the change in work schedule or hours. If the conversion and the change in work schedule or hours are being documented on a single Standard Form 52 (and Standard Form 50), enter the nature of action and authority for the change in work schedule or hours in blocks 6A-6F; for a Chg in Hours action, enter the new hours per pay period in block 33.

When a return to duty and a conversion are effective on the same date as a change in work schedule or hours, and the return to duty and conversion are being recorded on the same Standard Form 50, document the new work schedule in block 32 and the new hours in block 33; action documenting the nature of action, Chg in Work Schedule, or Chg in Hours action.

- d. **Appointments funded by [Public Law 111-5 dated February 17, 2009 \(The American Recovery and Reinvestment Act of 2009 \("ARRA"\)\)](#).** In addition to citing the legal authority code(s) required per the Tables in this chapter, when documenting the SF-52/SF-50 for an ARRA funded appointment effective on or after February 17, 2009, cite "ZEA/Pub. L. 111- 5" as the final legal authority.

Job Aid

Instructions for Processing Personnel Actions on Appointments in the Competitive Service

| Step | Action |
|-------------|--|
| 1 | <p>Use Tables 9-A through 9-H to select nature of action and authority for the appointment or conversion and enter them in blocks 5A-5F of the Standard Form 52, Request for Personnel Action.</p> <p>If a return to duty is documented on the same Standard Form 52, refer to section 2b of this chapter.</p> |
| 2 | <p>Use Table 9-I to select remarks codes/remarks required by the Office of Personnel Management for the action and enter them in Part F of the Standard Form 52.</p> <p>Also enter in Part F any additional remarks codes/remarks that are required by your agency's instructions or that are necessary to explain the action.</p> |
| 3 | <p>Check The Guide to Personnel Recordkeeping to decide if any of the documents submitted with or created in connection with the action should be filed on the right side of the employee's Official Personnel Folder.</p> <p>Follow your agency's instructions to dispose of those not filed in the Folder.</p> |
| 4 | <p>Complete the Standard Form 52 as required by instructions in Chapter 4; follow your agency's procedures to get the approval signatures on the Standard Form 52.</p> <p>If the actions involve persons already employed by your agency, compare data on the Standard Form 52 submitted by the requesting office with the last action in the employee's Official Personnel Folder to be sure it is correct.</p> |
| 5 | <p>Enter or update dates in any suspense file system your agency maintains (such as ending date for probation period).</p> |

Instructions for Processing Personnel Actions on Appointments in the Competitive Service, Continued

| Step | Action |
|-------------|---|
| 6 | Follow instructions in Chapter 4 to complete the Standard Form 50, Notification of Personnel Action; follow your agency's instructions to have the Standard Form 50 signed or authenticated. |
| 7 | <p>Prepare and distribute required notices:</p> <p>If employee is coming from another agency with no break in service (or with a break of 3 calendar days or less) then:</p> <p>Make another copy of the Standard Form 50, Notification of Personnel Action, (or list form of notice) and send it to the servicing personnel office in the "losing" agency, requesting that employee's Official Personnel Folder and Standard Form 1150, Leave Record, be forwarded to your office.</p> <p>If you cannot send a copy of the appointment Standard Form 50 (the "pick-up 50") to the losing agency within 5 days of the effective date of the appointment, send a copy of the appointment Standard Form 52, Request for Personnel Action, instead. The copy must be signed by the appointing official in Part C, block 2 of the Standard Form 52.</p> <p>Note: When the gaining agency is using an OPM- approved electronic SF 52 or SF 52 signature system, use a letter or other written document as required by the losing agency to request the OPF. The request letter or other written document as required by the losing agency must be signed by the appointing official, and contain the information in Part B, blocks 1-6 and 15-22 of the SF 52.</p> <p>The person is being converted to a new appointment and will be serviced by a new payroll office then:</p> <p>Give the employee, before the effective date of the conversion, a completed Standard Form 8, Notice to Federal Employee About Unemployment Insurance. Show the full name and address of the payroll office where the individual's records are maintained.</p> |
| 8 | Follow your agency's instructions for distributing the copies of the Standard Form 50. |

Tables

Table 9-A. Appointment Based on the Person Being or Having Been Within Reach on a Civil Service Certificate of Eligibles

>Notes and Remarks columns have been added.<

| Rule | If the Appointment Is Based On (>See Note 3<) | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|--------------------------|--------------|---------------------------|--|--|
| 1 | Selection from a Civil Service certificate of eligibles established under the Administrative Careers with America (ACWA) examination | Is not on your agency's rolls | Career | 100 | Career Appt | ACA | CS Cert No____ ACWA | 1. The following legal authorities may be cited in addition to any other authority or authorities required by this table. <ul style="list-style-type: none"> ZLM: Other Citation (law, E.O., or Reg.) May be used when appropriate. When an appointee or employee was selected on the basis of bicultural/bilingual selective factors, show <i>ABL: Bicultural/Bilingual Selective Factors</i>. When used, cite as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50). 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 3 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 4 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-A. Appointment Based on the Person Being or Having Been Within Reach on a Civil Service Certificate of Eligibles, Continued

7

| Rule | If the Appointment Is Based On (>See Note 3<) | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|---|--|------------------------|--------------|--------------------------|--------------|---------------------------|---|---|
| 5 | Selection from a Civil Service certificate of eligibles for a worker-trainee developmental job (see Note 2) | Is not on your agency's rolls | Career | 100 | Career Appt | A2M | CS Cert No____ WTO | <ol style="list-style-type: none"> The following legal authorities may be cited in addition to any other authority or authorities required by this table. <ul style="list-style-type: none"> ZLM: Other Citation (law, E.O., or Reg.) May be used when appropriate. When an appointee or employee was selected on the basis of bicultural/bilingual selective factors, show ABL: Bicultural/Bilingual Selective Factors. When used, cite as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50). A worker trainee (WT) developmental job is a position at GS 1 or WG 1 or 2 that requires specific types of training and development experiences that lead to target positions at higher grade levels. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable). |
| 6 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 7 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 8 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 9 | Selection from a Civil Service certificate of eligibles not described in Rules 1-8 | Is not on your agency's rolls | Career | 100 | Career Appt | ACM | CS Cert No____ | <ol style="list-style-type: none"> The following legal authorities may be cited in addition to any other authority or authorities required by this table. <ul style="list-style-type: none"> ZLM: Other Citation (law, E.O., or Reg.) May be used when appropriate. When an appointee or employee was selected on the basis of bicultural/bilingual selective factors, show ABL: Bicultural/Bilingual Selective Factors. When used, cite as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50). >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | |
| 10 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 11 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 12 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-A. Appointment Based on the Person Being or Having Been Within Reach on a Civil Service Certificate of Eligibles, Continued

| Rule | If the Appointment Is Based On (>See Note 3<) | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|--|--------------------|--------------------------|--------------|--|---|--|
| 13 | The person previously was within reach on a Civil Service Certificate for career or career-conditional appointment to his or her position | Has been employed continuously since being reached | Career | 500 | Conv to Career Appt | LSM and ACM | Reg. 315.703 and CS Cert No_____ | 1. The following legal authorities may be cited in addition to any other authority or authorities required by this table. <ul style="list-style-type: none"> • ZLM: Other Citation (law, E.O., or Reg.) May be used when appropriate. • When an appointee or employee was selected on the basis of bicultural/bilingual selective factors, show ABL: Bicultural/Bilingual Selective Factors. When used, cite as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50). 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 14 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 15 | Certificate issued from a civil service register maintained by an agency with a delegation of competitive examining authority from OPM or special examining unit authorized by OPM | Is not on your agency's rolls | Career | 100 | Career Appt | BWA | OPM DE Agr (enter #). | | |
| 16 | Certificate issued from a civil service register maintained by an agency with a delegation of competitive examining authority from OPM or special examining unit authorized by OPM | Is not on your agency's rolls | Career-Conditional | 101 | Career-Cond Appt | BWA | OPM DE Agr (enter #). | | |
| 17 | | | Is already on the rolls of your agency | Career | 500 | | | Conv to Career Appt | |
| 18 | | | | Career-Conditional | 501 | | | Conv to Career-Cond Appt | |

Table 9-B. Appointment Based on the Use of a Direct Hire Recruiting Authority

>Notes and Remarks columns have been added.<

| Rule | If the Appointment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|---|--|------------------------|--------------|----------------------------|--------------------------|---|--|--|
| 1 | Direct Hire Recruiting Authority | Is not on your agency's rolls | Career | 100 | Career Appt | AYM, and (see Notes 1-2) | Direct-Hire Authority (cite OPM authority and date) | 1. <u>Selection under authority other than Reg. 337.201</u> : When appointee or employee was selected on the basis of bicultural/ bilingual selective factors, show as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50), <i>ABL: Bicultural/Bilingual Selective Factors</i> . When selection is made under the Administrative Careers With America Outstanding Scholar Program, show as the first authority (in blocks 5C-5D or 6C-6D) AYM: Luevano Decree; show as the second authority (in blocks 5E-5F or 6E-6F of the Standard Form 52/50), <i>ABK: ACWA Outstanding Scholar Program</i> . 2. <u>Selection under Reg. 337.201</u> : When selection is made under Reg. 337.201, show as the first authority (in blocks 5C-5D or 6C-6D), <i>AYM: Reg. 337.201</i> . Show as the second authority in blocks 5E-5F or 6E-6F of the SF-52/50 one of the following: Government-wide auth code AYM in SF-50 item 5-C and the specific legal auth in SF-50 item 5-E: If Occupation is/then Authority code to be cited is: <ul style="list-style-type: none"> • Medical/BAB GW001 (MED) >(issued 06/20/03)< • Information Technology Mgmt/BAC GW002 (IT) >(issued 06/20/03)< • Iraqi Reconstruction Efforts/BAD GW003 >(issued 02/12/09)< • *** • Veterinarian Medical Officer/BAG GW006 (VMO) >(issued 07/01/03)< • >Delegated DH for IT; DA-001 (severe-shortage); DA-002 (critical hiring need)/BYO DA-001/DA-002< • >STEM Positions/ BAH GW007(issued 10/11/18)< • >Cybersecurity Positions/BAI GW008 (CYBERSECURITY) (issued 10/11/18)< • OPM approved single agency authority/BYO (cite the single agency authority that was approved by OPM) 3. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authorities required by this table. Cite ZLM in the remarks block of the SF-52/50. 4. > Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career -Cond Appt | | | | |
| 3 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 4 | | | Career-Conditional | 501 | Conv to Career - Cond Appt | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement

(Including reinstatement from agency's Re-employment Priority List)

(Do not use this table for anyone selected from a Civil Service Certificate or under a Direct Hire Recruiting Authority)

>Notes and Remarks columns have been added.<

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|---|--|---|----------------------------------|----------|---|--|---|--|
| 1 | Transfer under 5 CFR 315.501 | | To the same grade or to a position in a different pay plan (see Note 2) | 130 | Transfer | KTM | Cite specific authority for action (i.e., Reg. 315.501, or an agency specific authority) | <ol style="list-style-type: none"> ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. When employee is on grade retention, compare the grade he or she is retaining with the grade of the position to which he or she is moving in order to determine if move is to a position at a higher or lower grade. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | To a higher grade (see Note 2) | | KVM | | | Cite specific authority for action (i.e., Reg. 315.501 Prom, or an agency specific authority) | | | |
| 3 | To a lower grade (see Note 2) | | KXM | | | Cite specific authority for action (i.e., Reg. 315.501 CLG, or an agency specific authority) | | | |
| 4 | Transfer under 5 CFR 330.707 , the Interagency Career | To the same grade or to a position in a different pay plan | ABS | Reg. 330.708 | | | | | |
| 5 | Transition Assistance Plan | To a lower grade (see Note 2) | ABT | Reg. 330.707 CLG | | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|--|--|------------------------|------------------|---------------------------|--------------|---|--|--|
| 6 | Transfer under 5 CFR 330.608 , the Agency Career Transition Assistance Plan | | | | | ABR | Reg. 330.608 | | |
| 7 | Transfer of an Administrative Law Judge from one agency to another | | | 130 | Transfer | SZT | Reg. 930.204(h) | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 8 | Reinstatement of a person who had competitive status or was serving probation (i.e., was on a career or career-conditional appointment) when separated | Is not on your agency's rolls | Career | 140 | Reins-Career | KQM | Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) | | |
| 9 | | Career-Conditional | 141 | ReinsCareer-Cond | | | | | |
| 10 | Reinstatement of a person who had competitive status or was serving probation (i.e., was on a career or career-conditional appointment) when separated | Is already on the rolls of your agency | Career | 540 | Conv to Reins-Career | KQM | Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) | | |
| 11 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|---|---|------------------------|---------------------------|---------------------------|--------------|---|--|--|
| 12 | Reinstatement from your agency's Re-employment Priority List | Is not on your agency's rolls | Career | 140 | Reins-Career | NUM | Reg. 330.207 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 13 | | | Career-Conditional | 141 | Reins-Career-Cond | | | | |
| 14 | | Is already on the rolls of your agency | Career | 540 | Conv to Reins-career | | | | |
| 15 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | |
| 16 | Reinstatement following a Senior Executive Service (SES) career appointment when employee had guaranteed placement rights | Is moved out of the SES because of unacceptable performance during the SES probationary period | Career | 540 | Conv to Reins-Career | VDJ and KQM | 5 U.S.C. 3594(a) , and Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) | | |
| 17 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | |
| 18 | | Is moved out of the SES because of less than fully successful performance following the SES probationary period | Career | 540 | Conv to Reins-Career | VCS and KQM | 5 U.S.C. 3594(b)(1) , and Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) | | |
| 19 | Career-Conditional | | 541 | Conv to Reins-Career-Cond | | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks | | | |
|------|---|---|------------------------|--------------|---------------------------|--------------|---|--|--|-----|-----|-----|
| 20 | Reinstatement following a Senior Executive Service (SES) career appointment when employee had guaranteed placement rights | Is moved out of the SES because of reduction in force | Career | 540 | Conv to Reins-Career | VCT an KQM | 5 U.S.C. 3594(b)(2) , and Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) | | | |
| 21 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | | | | |
| 22 | | | *** | *** | *** | | | | | *** | *** | *** |
| 23 | | | *** | *** | *** | | | | | *** | *** | *** |
| 24 | Reinstatement of a former Administrative Law Judge who has served with career status under 5 U.S.C. 3105 | | Career | 140 | Reins-Career | SZW | Reg. 930.204(g) | | | | | |
| 25 | Reinstatement when a position in the excepted service is brought into the competitive service | | Career | 540 | Conv to Reins-Career | KQM and ZLM | Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority), and (Cite specific authority that brought the position into the competitive service) | | | | | |
| 26 | | | Career-Conditional | 541 | Conv to Reins-Career Cond | | | | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|---|--|------------------------|--------------|---------------------------|--------------|--|--|--|
| 27 | Reinstatement when a position in public or private enterprise is taken over by the Federal Government | Is not on the rolls of your agency | Career | 140 | Reins-Career | KQM and ZLM | Cite specific authority for action (i.e., Reg. 315.401 , or an agency specific authority) and (Cite specific authority that brought the position into the competitive service) | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 28 | | | Career-Conditional | 141 | Reins-Career-Cond | | | | |
| 29 | Reinstatement with priority selection from the | Is not already on the rolls of your agency | Career | 140 | Reins-Career | ABS | Reg. 330.708 | | |
| 30 | | | Career-Conditional | 141 | Reins-Career-Cond | | | | |
| 31 | Interagency Career Transition Assistance Plan | Is already on the rolls of your agency | Career | 540 | Conv to Reins-Career | | | | |
| 32 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | |
| 33 | Reinstatement after priority selection from the Career Transition Assistance Plan (CTAP) | Is not already on the rolls of your agency | Career | 140 | Reins-Career | ABR | Reg. 330.608 | | |
| 34 | | | Career-Conditional | 141 | Reins-Career-Cond | | | | |
| 35 | | Is on the rolls of your agency | Career | 540 | Conv to Reins-Career | | | | |
| 36 | | | Career-Conditional | 541 | Conv to Reins-Career-Cond | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|--|--|------------------------|--------------|---------------------------|--------------|------------------------------|--|--|
| 37 | Reinstatement from a Recent Graduates appointment (see Note 3) | Is already on the rolls of your agency | Career | 540 | Conv to Reins-Career | LAB | Reg. 362.306 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. A Recent Graduate or Fellow who held a career conditional appointment immediately before entering the Program and fails to complete the Program for reasons not related to misconduct, performance, or suitability, may at the agency's discretion be placed in a permanent competitive service position, as appropriate, in the employing agency. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 38 | | | Career-Conditional | 541 | Conv to Reins-Career Cond | | | | |

Table 9-C. Appointment Based only on the Person's Eligibility for Transfer or Reinstatement, Continued

| Rule | If the Appointment Is >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes) | Notes | Remarks |
|------|---|--|------------------------|--------------|---------------------------|--------------|---|--|--|
| 39 | Reinstatement from a Presidential Management Fellows appointment (see Note 3) | Is already on the rolls of your agency | Career | 540 | Conv to Reins-Career | LAD | Reg. 362.407 | <ol style="list-style-type: none"> 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. A Recent Graduate or Fellow who held a career conditional appointment immediately before entering the Program and fails to complete the Program for reasons not related to misconduct, performance, or suitability, may at the agency's discretion be placed in a permanent competitive service position, as appropriate, in the employing agency. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 40 | | | Career-Conditional | 541 | Conv to Reins-Career Cond | | | | |
| 41 | Reinstatement under an authority not covered under Rules 8 - 40 | In not already on the rolls of your agency | Career | 140 | Reins-Career | ZLM | (Cite Law, E.O., or Reg. that authorizes reinstatement) | <ol style="list-style-type: none"> 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | |
| 42 | | | Career-Conditional | 141 | Reins-Career-Cond | | | | |
| 43 | | Is already on the rolls of your agency | Career | 540 | Conv to Reins-Career | | | | |
| 44 | | | Career-Conditional | 541 | Conv to Reins-Career Cond | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System

>Notes and Remarks columns have been added.<

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|---|--|------------------------|-------------------------------|--------------------------|-------------------|------------------------------|--|--|
| 1 | Service with the Federal Aviation Administration | Is moving from the other merit system without a break in service after completing at least 1 year of continuous service. | Career | 100 | Career Appt | BNK | CS Rule 6.7—FAA Agr | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 3 | Service under the Canal Zone Merit System or the Panama Canal Employment System under a CZ or a CA career or career-conditional appointment | Is not employed by your agency | Career | 100 | Career Appt | K1M | Reg. 315.601 | | |
| 4 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 5 | Service under a CZ or a CA career or career-conditional appointment | Is already employed by your agency | Career | 500 | Conv to Career Appt | | | | |
| 6 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 7 | Service with the Nuclear Regulatory Commission (NRC) | Is moving from the other merit system without a break in service or is being reappointed within one year following involuntary separation without personal cause | Career | 100 | Career Appt | BKM | CS Rule 6.7—NRC Agr | | |
| 8 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|---|---|------------------------|-------------------------------|--------------------------|-------------------|---------------------------|---|--|
| 9 | Service with the Tennessee Valley Authority (TVA) | Is moving from the other merit system without a break in service or is being reappointed within one year following involuntary separation without personal cause (including resignation after receiving advance notice of impending reduction in force) | Career | 100 | Career Appt | BBM | CS Rule 6.7-TVA Agr | <ol style="list-style-type: none"> ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 10 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 11 | | Is being converted to another appointment in your agency within one year following involuntary separation from the TVA without personal cause (including resignation after receiving advance notice of impending reduction in force) | Career | 500 | Conv to Career Appt | | | | |
| 12 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 13 | Service in a position filled under 38 U.S.C. 7401(1) or 38 U.S.C. 7401(3) in the Division of Medicine and Surgery, Department of Veterans Affairs (DVA) | Is moving from the DVA without a break in service or is being reappointed within one year following involuntary separation without personal cause | Career | 100 | Career Appt | BLM | CS Rule 6.7-VA Agr | | |
| 14 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|-------------------------------|----------------------------|-------------------|---------------------------|---|--|
| 15 | Service in a position filled under 38 U.S.C. 7401(1) or 38 U.S.C. 7401(3) in the Division of | Is being converted to another appointment in the DVA or being converted in another agency within one year following involuntary separation from the DVA without personal cause | Career | 500 | Conv to Career Appt | BLM | CS Rule 6.7—VA Agr | <ol style="list-style-type: none"> ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 16 | Medicine and Surgery, Department of Veterans Affairs (DVA) | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 17 | Service in a position in the | Is moving from the DVA without a break in service or is being reappointed within one year following involuntary separation from the DVA without personal cause | Career | 100 | Career Appt | | | | |
| 18 | Canteen Management Program of the Veterans Canteen Service, Department of Veterans Affairs (DVA) | | Career-Conditional | 101 | Career - Cond Appt | | | | |
| 19 | Service in a position in the Canteen Management Program of the Veterans Canteen Service, Department of | Is being converted to another appointment in the DVA or being converted in another agency within one year following involuntary separation from the DVA without personal cause | Career | 500 | Conv to Career Appt | BLM | CS Rule 6.7—VA Agr | | |
| 20 | Veterans Affairs (DVA) | | Career-Conditional | 501 | Conv to Career - Cond Appt | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|---|------------------------|-------------------------------|----------------------------|-------------------|---|---|--|
| 21 | Service under the Defense Civilian Intelligence Personnel System (DCIPS) | Is moving from the DCIPS without a break in service to an appointment in a different agency or is being reappointed within one year following involuntary separation without personal cause | Career | 100 | Career Appt | BNM | CS Rule 6.7—DCIPS Agr | <ol style="list-style-type: none"> ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 22 | | | Career-Conditional | 101 | Career – Cond Appt | | | | |
| 23 | | Is being converted to another appointment in the same agency without a break in service or is being converted to another appointment in your agency within one year following involuntary separation from the DCIPS without personal cause (see Note 2) | Career | 500 | Conv to Career Appt | | | | |
| 24 | | | Career-Conditional | 501 | Conv to Career – Cond Appt | | | | |
| | | | | | | | <ol style="list-style-type: none"> ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. Rules 23 and 24 will apply when a former Defense Civilian Intelligence Personnel System (DCIPS) employee is employed in your agency after an involuntary separation without personal cause from DCIPS and then is converted to career or career-conditional appointment within one year of the DCIPS separation. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|---|------------------------|-------------------------------|--------------------------|-------------------|----------------------------------|--|--|
| 25 | Completion of one year of continuous service under a nontemporary appointment under the personnel system of the General Accounting Office | Is not employed by your agency | Career | 100 | Career Appt | ZQM | 31 U.S.C. 732(g) | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 26 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 27 | | Is already employed by your agency | Career | 500 | Conv to Career Appt | | | | |
| 28 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 29 | Completion of one year of continuous service under a nontemporary appointment under the personnel system of the Administrative Office of the U.S. Courts | Is not employed by your agency | Career | 100 | Career Appt | ZTU | 28 U.S.C. 602 | | |
| 30 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 31 | | Is already employed by your agency | Career | 500 | Conv to Career Appt | | | | |
| 32 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 33 | Service in a non-appropriated fund instrumentality (NAFI) of the Department of Defense (DoD) | Is moving from a DoD NAFI without a break in service or is being reappointed within one year following involuntary separation from a DoD NAFI without personal cause | Career | 100 | Career Appt | BNN | CS Rule 6.7—DoD/NAF Agr | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 34 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 35 | Service in a non-appropriated fund instrumentality (NAFI) of the Department of Defense (DoD) | Is being converted to another appointment in the DoD or being converted in another agency within one year following involuntary separation from a DoD NAFI without personal cause | Career | 500 | Conv to Career Appt | BNN | CS Rule 6.7—DoD/NAF Agr | 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | |
| 36 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|-------------------------------|---------------------|-------------------|---------------------------|--|--|
| 37 | Service with the Corporation for National and Community Service (CNCS) | Is moving from the other merit system without a break in service after completing at least 1 year of continuous nontemporary (i.e., general) service, or is being reappointed within one year following involuntary separation without personal cause. | Career | 100 | Career Appt | BNZ | CS Rule 6.7 – CNCS Agr | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC “ZBB” for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 38 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 39 | Service with International Boundary Water Commission | Is moving from the IBWC personnel system without a break in service after completing at least 1 year of continuous service, or is being reappointed within one year following involuntary separation without personal cause after completing at least 1 year of continuous service | Career | 100 | Career Appt | BNR | CS Rule 6.7 – IBWC Agr | | |
| 40 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|-------------------------------|--------------------------|-------------------|---------------------------|--|--|
| 41 | Service with International Boundary Water Commission | Is being converted to another appointment within one year following involuntary separation from IBWC without personal cause (including resignation after receiving advance notice of impending reduction in force) | Career | 500 | Conv to CareerApp t | BNR | CS Rule 6.7 – IBWC Agr | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 42 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 43 | Service with DHS, Transportation Security Administration (TSA) | Is moving from the TSA personnel system without a break in service after completing at least 1 year of continuous service under a permanent appointment, or is being reappointed within 1 year following involuntary separation from TSA without personal cause after completing at least 1 year of continuous service under a permanent appointment | Career | 100 | Career Appt | BNY | Rule 6.7 – DHS/TSA Agr | | |
| 44 | | | Career-Conditional | 101 | Career-Cond Appt | BNY | Rule 6.7 – DHS/TSA Agr | | |

Table 9-D. Appointment Based on Service in the Legislative or Judicial Branch of Government or Under Another Merit System,
Continued

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| Rule | If Selection is Based on >(See Note 3)< | And the Person | And the Appointment is | Then Nature of Action Code is | Nature of Action is | Authority Code is | Authority is (See Note 1) | Notes | Remarks |
|------|--|---|------------------------|-------------------------------|--------------------------|-------------------|---------------------------|---|--|
| 45 | Service with DHS, Transportation Security Administration (TSA) | Is being converted to a permanent appointment in DHS from the TSA personnel system after completing at least 1 year of continuous service under a permanent appointment, or is being converted to a permanent appointment in another agency within 1 year following involuntary separation from TSA without personal cause after completing at least 1 year of continuous service under a permanent appointment | Career | 500 | Conv to Career Appt | BNY | Rule 6.7 – DHS/TSA Agr | <ol style="list-style-type: none"> 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 46 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-E. Appointment Based on Service in a Position Brought into the Competitive Service

>Notes and Remarks columns have been added.<

| Rule | If the Appointment Is Based On >(See Note 5)< | And The Person | And The Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|---|--|------------------------|--------------|--------------------------|--------------|-------------------------------------|--|--|
| 1 | Service in a position that was brought into the competitive service while the person was on active military duty | Is not on your agency's rolls | Career | 100 | Career Appt | K7M | Reg. 315.603(a)(1) | 1. ZLM: Other Citation (Law, E.O., or Reg.) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 2. If the action is being taken under delegation agreement between the agency and OPM, or under a general delegation of authority to agencies, cite BWM: OPM <i>Delegation Agr</i> following the authorities required by this table and ZLM, if used. 5. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 3 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 4 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 5 | Service in a position that was brought into the competitive service before the employee left the position | Is not on your agency's rolls | Career | 100 | Career Appt | K9M | Reg. 315.603(a)(2) | | |
| 6 | | | Career-Cond Appt | | | | | | |
| 7 | | Is already on the rolls of your agency | Career-Conditional | 101 | Conv to Career Appt | | | | |
| 8 | | | Career-Cond Appt | | | | | | |
| 9 | Service in a position that was brought into the competitive service before the employee's separation for compensable injury or during the period of statutory restoration rights following such an injury | Is not on your agency's rolls | Career | 100 | Career Appt | K8M | Reg. 315.603(a)(3) | | |
| 10 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 11 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 12 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-E. Appointment Based on Service in a Position Brought into the Competitive Service, Continued

| Rule | If the Appointment Is Based On >(See Note 5)< | And The Person | And The Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|---|---|------------------------|--------------|--------------------------|--------------|-------------------------------------|--|--|
| 13 | The employee's position having been brought into the competitive service under conditions not covered in Rules 1-12 (see Note 4) | Is already on the rolls of your agency and does not meet requirements for reinstatement (see Note 3) | Career | 500 | Conv to Career Appt | LLM | Reg. 315.701 | <ol style="list-style-type: none"> 1. ZLM: Other Citation (Law, E.O., or Reg.) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 2. If the action is being taken under delegation agreement between the agency and OPM, or under a general delegation of authority to agencies, cite BWM: OPM <i>Delegation Agr</i> following the authorities required by this table and <i>ZLM</i>, if used. 3. When the reinstatement authority is cited, go to Table 9-C instead. 4. When a position in public or private enterprise is initially taken over by the Federal government, see instructions for Appointment—Status Quo in Chapter 10. 5. >Use Secondary LAC “ZBB” for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 14 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-F. Appointment Based on Service in a Nonstatus Appointment in the Competitive Service

>Notes and Remarks columns have been added.<

| Rule | If the Selection is Based On >(See Note 3)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|--------------------------|--------------|------------------------------|--|--|
| 1 | Service under noncompetitive special tenure appointment effected under 5 CFR 316.601 ("rare bird" type) Completion, by a disabled veteran, of a training course under chapter 31 of title 38, U.S.C. Employee completing at least three years of total creditable service under an indefinite appointment, or as a status quo employee Conversion of the temporary appointment of a disabled veteran who has a compensable service-connected disability of 30 percent or more | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | LPM | Reg. 315.702 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this Table. Cite ZLM immediately after the authority or authorities required by this table. 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 3 | | | Career | 500 | Conv to Career Appt | LBM | Reg. 315.604 | | |
| 4 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 5 | | | Career | 500 | Conv to Career Appt | LWM | Reg. 315.704 | | |
| 6 | | | | | | LZM | Reg. 315.707 | | |
| 7 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 8 | Conversion of an Intern | Is not on | Career- | 101 | Career-Cond | LAE | Reg. | | Jump to listing |

Table 9-F. Appointment Based on Service in a Nonstatus Appointment in the Competitive Service, Continued

| Rule | If the Selection is Based On >(See Note 3)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|---------------------|--------------|--------------------------------------|--|--|
| 9 | serving on a term appointment under Reg. 362.107(a) (See Note 2) | agency rolls | Conditional | | Appt | | 362.107(b) - Intern | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this Table. Cite ZLM immediately after the authority or authorities required by this table. 2. A Pathways Participant who is noncompetitively converted to a competitive service term appointment may be subsequently converted noncompetitively to a permanent competitive service position before the term appointment expires. | of Remarks (Use as many remarks as are applicable) |
| 10 | | Is already on the rolls of your agency | Career | 100 | Career Appt | | | | |
| 11 | | | Career-Conditional | 501 | Conv to Career-Cond | | | | |
| 12 | Conversion of a Recent Graduate serving on a term appointment under Reg. 362.107(a) (See Note 2) | | Career-Conditional | 501 | Career-Cond Appt | LAG | Reg. 362.107(b) - RG | | |
| 13 | | | Career | 500 | Career Appt | | | | |
| 14 | Conversion of Fellow serving on a term appointment under Reg.362.107(a) (See Note 2) | | Career-Conditional | 501 | Career-Cond Appt | LAH | Reg.362.107(b) -PMF | 3. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | |
| 15 | | | Career | 500 | Career Appt | | | | |
| 16 | Reserved | | | | | | | | |
| 17 | Reserved | | | | | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F

>Notes and Remarks columns have been added.<

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|---|------------------------|--------------|--------------------------|--------------|---|--|--|
| 1 | Service in a position in the immediate Office of the President or Vice President or on the White House Staff | Is appointed without a break in service from that position or appointment | Career | 100 | Career Appt | K4M | Reg. 315.602 | 1. <i>ZLM: Other Citation (Law, E.O., or Reg)</i> may be cited in addition to any other authority or authorities required by this table. Cite <i>ZLM</i> immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 3 | Service in certain appointments in the Postal Service or Postal Rate Commission | | Career | 100 | Career Appt | V8L | 39 U.S.C. 1006 | | |
| 4 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 5 | Possession of special qualifications in a professional or scientific field for a position authorized under 5 U.S.C. 3104 | Is not on your agency's rolls | Career | 100 | Career Appt | VJM | 5 U.S.C. 3325 | | |
| 6 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 7 | Possession of special qualifications in a professional or scientific field for a position authorized under an authority other than 5 U.S.C. 3104 | Is not on your agency's rolls | Career | 100 | Career Appt | ZLM | (Cite the law, E.O., or Reg. that authorizes the appointment) | | |
| 8 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 9 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 10 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|---|-------------------------------|--------------------|--------------------------|------------------|------------------------------|--|--|
| 11 | Correction of an administrative error or oversight in not recommending an employee for benefits under Executive Order ***, ***, ***, 10577 | Is not on your agency's rolls | Career | 100 | Career Appt | ZGM | E.O. 10826 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 12 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 13 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 14 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 15 | Service under an excepted appointment as a Secret Service agent when the provisions of Executive Order 11203 are met | Has completed two years under the VRA program and, if the individual has less than 15 years of education, has completed a program of education or training prescribed by the agency | Career | 500 | Conv to Career Appt | ZGY | E.O. 11203 | | |
| 16 | Service on a Veterans Recruitment Appointment | | Career | 500 | Conv to Career Appt | LYM | Reg. 315.705 | | |
| 17 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 18 | The authority to noncompetitively appoint certain military spouses | | Is not on your agency's rolls | Career-Conditional | 101 | Career-Cond Appt | LAM | | |
| 19 | | Is already on the rolls of your agency | | 501 | Conv to Career-Cond Appt | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|--------------------------|--------------|------------------------------|---|--|
| 20 | The authority to noncompetitively appoint certain military spouses | Is not on your agency's rolls | Career | 100 | Career Appt | LAM | Reg. 315.612 | 1. <i>ZLM: Other Citation (Law, E.O., or Reg)</i> may be cited in addition to any other authority or authorities required by this table. Cite <i>ZLM</i> immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)< | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 21 | | Is already on the rolls of your agency | | 500 | Conv to Career Appt | | | | |
| 22 | Conversion of an appointment which was made under Schedule A, Sec. 213.3102(u) | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | L1M | Reg. 315.709 | | |
| 23 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 24 | Service as a Foreign Service career officer or employee under the Foreign Service Act of 1946 or of 1980 | Is not on your agency's rolls | Career | 100 | Career Appt | LHM | Reg. 315.606 | | |
| 25 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 26 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 27 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 28 | Satisfactory completion of 36 months of substantially continuous service under Section 7(a) of the Peace Corps Act | Is not on your agency's rolls | Career | 100 | Career Appt | LJM | Reg. 315.607 | | |
| 29 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 30 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 31 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 32 | Service as a Peace Corps, VISTA, or ACTION Community Volunteer | Is not on your agency's rolls | Career | 100 | Career Appt | LEM | Reg. 315.605 | | |
| 33 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 34 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 35 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|--------------------------|--------------|------------------------------|--|--|
| 36 | Three years of satisfactory service on a Schedule A or B appointment as a Criminal Investigator (Special Agent) with the Drug Enforcement Administration | | Career | 500 | Conv to Career Appt | ZMM | E.O. 12230 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 37 | Service overseas while a family member of a civilian employee, a nonappropriated fund employee, or uniformed service member who is serving overseas | Is not on your agency's rolls | Career-Conditional | 101 | Career-Cond Appt | ZJK | E.O. 12721 | | |
| 38 | | Is already on the rolls of your agency | | 501 | Conv to Career-Cond Appt | | | | |
| 39 | Service in U.S. positions of the Panama Canal Commission | Is not on your agency's rolls | Career | 100 | Career Appt | LKM | Reg. 315.609 | | |
| 40 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 41 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 42 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|---|---|------------------------|--------------|--------------------------|--------------|---|--|--|
| 43 | Involuntary separation (other than removal for cause on charges of misconduct or delinquency) of a National Guard Technician after at least three years of service with the Guard | Is being appointed within one year of separation | Career | 100 | Career Appt | LKP | Reg. 315.610 | 1. ZLM: Other Citation (Law, E.O., or Reg) may be cited in addition to any other authority or authorities required by this table. Cite ZLM immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 44 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 45 | | Is being converted to another appointment in your agency within one year following involuntary separation from the Guard without personal cause | Career | 500 | Conv to Career Appt | | | | |
| 46 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 47 | Service as a reader, interpreter, or personal assistant under Sch A, 213.3102(II) | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | L2K | Reg. 315.711 | | |
| 48 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 49 | Veterans Employment Opportunity Act of 1998 as amended by P.L. 106-117 | Is not on your agency's rolls | Career | 100 | Career Appt | ZBA | P.L. 106-117 , Sec. 511 | | |
| 50 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 51 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 52 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|---|--|------------------------|--------------|--------------------------|--------------|------------------------------------|---|--|
| 53 | Service under the Internship Program | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | LAK | Reg. 315.713(a)(1) | 1. <i>ZLM: Other Citation (Law, E.O., or Reg)</i> may be cited in addition to any other authority or authorities required by this table. Cite <i>ZLM</i> immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)< . | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 54 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 55 | Service under the Internship Program | Is not on your agency's rolls | Career | 100 | Career Appt | LAK | Reg. 315.713(a)(1) | | |
| 56 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 57 | Service under the Recent Graduates Program | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | LAL | Reg. 315.713(a)(2) | | |
| 58 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 59 | Service under the Presidential Management Fellows Program | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | LAP | Reg. 315.713(a)(3) | | |
| 60 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 61 | | | | | | | | | |
| 62 | | | | | | | | | |
| 63 | | | | | | | | | |
| 64 | | | | | | | | | |

Table 9-G. Appointment Based on Circumstances or Authorities Not Covered in Tables 9-A through 9-F, Continued

| Rule | If the Appointment is Based On >(See Note 6)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Note 1) | Notes | Remarks |
|------|--|--|------------------------|--------------|----------------------------|--------------|---|--|--|
| 65 | Eligibility for a status appointment under an Executive Order and the circumstance is not covered by any of the preceding rules of this table | Is not on your agency's rolls | Career | 100 | Career Appt | ZLM | (Cite Law, E.O., or Reg. that authorizes the appointment or conversion) (see Note 2) | 1. <i>ZLM: Other Citation (Law, E.O., or Reg)</i> may be cited in addition to any other authority or authorities required by this table. Cite <i>ZLM</i> immediately after the authority or authorities required by this table. 2. For appointees to senior level (pay plan SL) positions, cite as the authority "5 U.S.C. 5376 and (agency certificate #)." 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | < Jump to listing of Remarks (Use as many remarks as are applicable) > |
| 66 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 67 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 68 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| 69 | Circumstances or an authority not described in Rules 1-68 | Is not on your agency's rolls | Career | 100 | Career Appt | | | | |
| 70 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 71 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | |
| 72 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | |
| >73< | >Service under the Post-Secondary Student Program under 5 USC 3116 that meets eligibility requirements for conversion to a competitive service position< | >Is already on the rolls of your agency< | >Career< | >500< | >Conv to Career Appt< | >LAQ< | > Reg. 316.910 < | 1. <i>ZLM: Other Citation (Law, E.O., or Reg)</i> may be cited in addition to any other authority or authorities required by this table. Cite <i>ZLM</i> immediately after the authority or authorities required by this table. 6. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | |
| >74< | | | >Career-Conditional< | >501< | >Conv to Career-Cond Appt< | | | | |
| >75< | >Based on a person's eligibility for a College Graduate Appointment (5 USC 3115)< | >Is not on your agency's rolls< | >Career< | >100< | >Career App< | >LAU< | > Reg. 315.614(a) < | | |
| >76< | | | >Career-Conditional< | >101< | >Career-Cond Appt< | | | | |
| >77< | | >Is already on the rolls of your agency< | >Career< | >500< | >Conv to Career Appt< | | | | |
| >78< | | | >Career-Conditional< | >501< | >Conv to Career-Cond Appt< | | | | |

Table 9-H. Appointment Based on Exercise of Restoration or Re-employment Rights

>Notes and Remarks columns have been added.<

| Rule | If the Restoration or Re-employment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|---|--|------------------------|--------------|------------------|--|---|---|--|
| 1 | Return from uniformed service | Exercises restoration rights under 38 U.S.C. 4301 et. seq. | Career | 100 | Career Appt | QAK and (Cite auth code for appt held prior to separation upon which restoration is based) | Reg.353.207 and (Cite authority for appointment held prior to separation upon which restoration is based) | 1. Legal authority, ZLM: Other Citation (law, E.O., or Reg.), may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 2 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-H. Appointment Based on Exercise of Restoration or Re-employment Rights, Continued

| Rule | If the Restoration or Re-employment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|--|----------------|------------------------|--------------|------------------|--|--|---|--|
| 3 | Merit Systems Protection Board (MSPB) directive when employee appeals agency failure to restore or improper restoration after uniformed service (see Note 3) | | Career | 100 | Career Appt | ALM and (Cite auth code for appt held prior to separation upon which restoration is based) | MSPB Directive-US and (Cite authority for appointment held prior to separation upon which restoration is based) | <ol style="list-style-type: none"> 1. Legal authority, <i>ZLM: Other Citation (law, E.O., or Reg.)</i>, may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 3. If the Merit Systems Protection Board determines restoration was improper, cancel it following instructions in Chapter 32 of this Guide. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 4 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 5 | Statutory rights after employee fully recovers from a compensable injury | | Career | 100 | Career Appt | QBK and (Cite auth code for appt held prior to separation upon which restoration is based) | Reg. 353.301 and (Cite authority for appointment held prior to separation upon which restoration is based) | <ol style="list-style-type: none"> 1. Legal authority, <i>ZLM: Other Citation (law, E.O., or Reg.)</i>, may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | |
| 6 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-H. Appointment Based on Exercise of Restoration or Re-employment Rights, Continued

| Rule | If the Restoration or Re-employment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|--|----------------|------------------------|--------------|------------------|--|---|---|--|
| 7 | Merit Systems Protection Board (MSPB) directive when employee appeals agency's failure to restore or improper restoration after employee recovers from a compensable injury (see Note 3) | | Career | 100 | Career Appt | AQM and (Cite auth code for appt held prior to separation upon which restoration is based) | MSPB Directive-Inj and (Cite authority for appointment held prior to separation upon which restoration is based) | <ol style="list-style-type: none"> 1. Legal authority, <i>ZLM: Other Citation (law, E.O., or Reg.)</i>, may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 3. If the Merit Systems Protection Board determines restoration was improper, cancel it following instructions in Chapter 32 of this Guide. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 8 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 9 | Employee's partial recovery from a compensable injury | | Career | 100 | Career Appt | QCK and (Cite auth code for appt held prior to separation upon which restoration is based) | Reg. 353.301(d) and (Cite authority for appointment held prior to separation upon which restoration is based) | <ol style="list-style-type: none"> 1. Legal authority, <i>ZLM: Other Citation (law, E.O., or Reg.)</i>, may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | |
| 10 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-H. Appointment Based on Exercise of Restoration or Re-employment Rights, Continued

| Rule | If the Restoration or Re-employment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|------|--|--|------------------------|--------------|--------------------------|--|---|---|--|--|--|-------------------------------|---------------------|--|---|--|--|-----|--------------------------|-----|---|--|--|--|---------------------|--|---|--|--|-----|--------------------------|-----|--|--------|---|-------------------------------|---------------------|---------------------|--------------------|--|---|--------------------------|--------------------------|---|-------------------------------|------------------|-----|--|--|---|--------|--------------------|---------------------|------------------|--------------------|--|--------------------------|-----|---------------------|
| 11 | Employee having moved between executive agencies during an emergency | | Career | 100 | Career Appt | PWM and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.204 and (Cite authority for appointment held prior to separation upon which re-employment is based) | <ol style="list-style-type: none"> 1. Legal authority, <i>ZLM: Other Citation (law, E.O., or Reg.)</i>, may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58)<. | Jump to listing of Remarks (Use as many remarks as are applicable) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | | | Career-Conditional | 101 | Career-Cond Appt | | | | | 13 | Employee having transferred to an international organization | | Career | 100 | Career Appt | P3M and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.311 and (Cite authority for appointment held prior to separation upon which re-employment is based) | 14 | Career-Conditional | 101 | Career-Cond Appt | 15 | Service under Sec. 233(d) and 625(b) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | P5M and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.507 and (Cite authority for appointment held prior to separation upon which re-employment is based) | 16 | Career-Conditional | 101 | Career-Cond Appt | 17 | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | 18 | Career-Conditional | 501 | Conv to Career-Cond Appt | 19 | Service under Sec. 625(d) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite 22 U.S.C. 2385(d)) and (Cite authority for appointment held prior to separation upon which re-employment is based) | 20 | Career-Conditional | 101 | Career-Cond Appt | 21 | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt |
| 13 | Employee having transferred to an international organization | | Career | 100 | Career Appt | P3M and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.311 and (Cite authority for appointment held prior to separation upon which re-employment is based) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14 | | | Career-Conditional | 101 | Career-Cond Appt | | | | | 15 | Service under Sec. 233(d) and 625(b) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | P5M and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.507 and (Cite authority for appointment held prior to separation upon which re-employment is based) | 16 | Career-Conditional | 101 | Career-Cond Appt | 17 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | 18 | Career-Conditional | 501 | Conv to Career-Cond Appt | 19 | Service under Sec. 625(d) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite 22 U.S.C. 2385(d)) and (Cite authority for appointment held prior to separation upon which re-employment is based) | 20 | Career-Conditional | | 101 | Career-Cond Appt | 21 | Is already on the rolls of your agency | | | Career | 500 | Conv to Career Appt | 22 | Career-Conditional | 501 | Conv to Career-Cond Appt | | |
| 15 | Service under Sec. 233(d) and 625(b) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | P5M and (Cite auth code for appt held prior to separation upon which re-employment is based) | Reg. 352.507 and (Cite authority for appointment held prior to separation upon which re-employment is based) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16 | | | Career-Conditional | 101 | Career-Cond Appt | | | 17 | Is already on the rolls of your agency | Career | | 500 | Conv to Career Appt | 18 | Career-Conditional | | | 501 | Conv to Career-Cond Appt | 19 | Service under Sec. 625(d) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite 22 U.S.C. 2385(d)) and (Cite authority for appointment held prior to separation upon which re-employment is based) | 20 | Career-Conditional | 101 | Career-Cond Appt | 21 | Is already on the rolls of your agency | Career | | 500 | Conv to Career Appt | 22 | Career-Conditional | | | 501 | Conv to Career-Cond Appt | | | | | | | | | | | | | | | | |
| 17 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | 19 | Service under Sec. 625(d) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite 22 U.S.C. 2385(d)) and (Cite authority for appointment held prior to separation upon which re-employment is based) | 20 | Career-Conditional | 101 | Career-Cond Appt | 21 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | 22 | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19 | Service under Sec. 625(d) of the Foreign Assistance Act of 1961 | Is not on your agency's rolls | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite 22 U.S.C. 2385(d)) and (Cite authority for appointment held prior to separation upon which re-employment is based) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 | | | Career-Conditional | 101 | Career-Cond Appt | | | 21 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | 22 | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21 | | Is already on the rolls of your agency | Career | 500 | Conv to Career Appt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22 | | | Career-Conditional | 501 | Conv to Career-Cond Appt | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Table 9-H. Appointment Based on Exercise of Restoration or Re-employment Rights, Continued

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| Rule | If the Restoration or Re-employment is Based On >(See Note 4)< | And the Person | And the Appointment Is | Then NOAC Is | NOA Is | Auth Code Is | Authority Is (See Notes 1 and 2) | Notes | Remarks |
|------|---|-------------------------------|------------------------|--------------|------------------|--|--|---|--|
| 23 | Employee's service with the American Institute in Taiwan | Is not on your agency's rolls | Career | 100 | Career Appt | P7M | Reg. 352.803 | 1. Legal authority, ZLM: Other Citation (law, E.O., or Reg.), may be cited in addition to any other authority or authorities required by this table. 2. On a restoration or re-employment action, cite as the second authority the one that was used for the last appointment or conversion to appointment that occurred before the employee left his or her agency. Use The Guide to Data Standards to identify the code for that legal authority. 4. >Use Secondary LAC "ZBB" for actions in support of the Infrastructure Investment and Jobs Act (P.L. 117-58) <. | Jump to listing of Remarks (Use as many remarks as are applicable) |
| 24 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |
| 25 | Circumstances not described in Rules 1-24 | | Career | 100 | Career Appt | ZRM and (Cite auth code for appt held prior to separation upon which re-employment is based) | (Cite authority for the re-employment) and (Cite authority for appointment held prior to separation upon which re-employment is based) | | |
| 26 | | | Career-Conditional | 101 | Career-Cond Appt | | | | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable)

Return to Table [9-A](#), [9-B](#), [9-C](#), [9-D](#), [9-E](#), [9-F](#), [9-G](#), [9-H](#)

>Notes column has been added.<

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|---|---|----------------------------|--|--------------|
| 1 | Employee was required to complete an appointment affidavit, Standard Form 61, Appointment Affidavit | | M01 | Appointment affidavit executed (date). | |
| 2 | Action is an appointment or a conversion to appointment | | M39 | Creditable Military Service: (enter yrs and mos, e.g., "6 yrs, 7 mos") [This remark is not required for reemployed Civil Service annuitants. For other employees, where there is no prior military service, enter "none;" otherwise, follow the instructions in Chapter 6 to calculate years and months of service.] | |
| 3 | | | M40 | Previous Retirement Coverage: (enter "never covered" or "previously covered") ["Previously covered" indicates that employee was previously covered by the CSRS or the FERS.] | |
| 4 | Position has promotion potential | | K20 | Full performance level of employee's position is (enter pay plan and grade, level, or band). | |
| 5 | Appointment or conversion requires completion of an initial probationary period | Employee has already completed initial probationary period | E04 | Initial probationary period completed. | |
| 6 | | Employee has not completed initial probationary period | E18 | Appointment is subject to completion of one-year initial probationary period beginning (date). | |
| 7 | Appointment is career- conditional | Employee has not previously completed the service requirement for career tenure | T10 | Service counting toward career tenure from (date). | |
| 8 | Employee is receiving a career appointment to a position other than an Administrative Law Judge | Employee has completed the service requirement for career tenure | T07 | Completed service requirement for career tenure from (date) to (date). | |
| 9 | | Employee must complete an initial appointment probationary period (after selection from a civil service certificate, for example) | E07 | You will be in tenure group II until you complete the 1-year probationary period that began (date); then you will be changed back to tenure group I. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|---|--|----------------------------|---|--|
| 10 | Employee is receiving an appointment as an Administrative Law Judge | Employee is automatically exempt from the probationary period requirements per Reg. 930.204(e) | E08 | Administrative Law Judges receive a career appointment and are exempt from the probationary period requirements. | |
| 11 | Employee is being assigned to a supervisory (or managerial) position | Is not subject to a supervisory (or managerial) probationary period because of having served in a supervisory (or managerial) position before the effective date of this requirement | E44 | Probationary period for supervisory (or managerial) position not required. | |
| 12 | | Prior service satisfies a required probationary period for occupying a supervisory (or managerial) position | E45 | Probationary period for supervisory (or managerial) position completed. | |
| 13 | Employee is being assigned to a supervisory (or managerial) position | Prior service has not satisfied a required probationary period for occupying a supervisory (or managerial) position | E46 | Subject to completion of (enter period) probationary period for assignment to supervisory (or managerial) position beginning (date). | |
| 14 | Employee qualified for position under a training agreement under which he or she is placed directly into target occupation without first meeting qualification standards | | E56 | Qualified for this position only under training agreement. Not eligible for other positions in this series until satisfactorily completes prescribed training. | |
| 15 | Employee is assigned to a worker-trainee developmental position | | E39 | Employee is assigned to a worker-trainee development position. | |
| 16 | Employee is a seasonal employee, i.e., one who is employed under conditions requiring a recurring period of employment of less than 2080 hours per year in which he or she is placed in nonpay status in accordance with pre-established conditions of employment | | A01 | Appointment is on a seasonal basis; the employee is subject to release to nonpay status and recall to duty to meet workload requirements as a condition of employment in accordance with the attached agreement. (See Note 3) | Be sure to attach to the employee copy of the Standard Form 50, Notification of Personnel Action, and a copy of the employment or working agreement. |
| 17 | Employee was selected from a list of candidates or eligibles established under agency merit promotion or merit staffing procedures | | K12 | Selected from (cite the number of the agency's merit promotion certificate or list of eligibles) dated (date). | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|--|--|----------------------------|--|--|
| 18 | Employee is already on the rolls of your agency | Will serve on two (or more) appointments at the same time | M36 | Concurrent employment: (identify position or agency unit where concurrently employed). | |
| 19 | Action is a transfer or reinstatement | Agency modified OPM qualification standards to qualify employee for the position | K01 | Qualification requirements modified because of general OPM amendment. | |
| 20 | A career appointee in the Senior Executive Service voluntarily requests a change to a position in the competitive service | | M20 | Action at employee's request. | |
| 21 | Action is conversion to appointment of an employee who is being retained on the agency's rolls under a temporary exception to reduction in force release | Their retention has been documented with a 755/ Exception to RIF Release action | K60 | Action is in lieu of RIF separation of employee retained under temporary exception. | |
| 22 | Employee is on the rolls of another agency on a part-time or intermittent appointment (see Note 6) | Will continue in that status after appointment in your agency | M34 | On part-time or (intermittent) appointment in (agency). | 6. Send copy of appointment Standard Form 50 to employee's servicing personnel office in the other agency (reference 5 U.S.C. 5533). |
| 23 | Employee is on the rolls of another agency in a nonpay status (see Note 6) | Will continue in that status after appointment in your agency | M33 | On nonpay status in (agency). | |
| 24 | Employee is moving between executive agencies | Has re-employment rights in former agency or office | M02 | You have re-employment rights for two years in (former agency) granted under Reg. 352.204 and OPM letter of (date). | |
| 25 | Employee is a Special Government Employee as defined in sec. 202 of title 18, U.S. Code | | E21 | You are subject to regulations governing conduct and responsibilities of Special Government Employees. | |
| 26 | Employee is converted from a Senior Executive Service (SES) appointment | Action is because of employee's less than fully successful performance in the SES position or because of employee's failure to be recertified in the SES | M58 | No SES reinstatement rights. | |
| 27 | Employee declined conversion to a Senior Executive Service (SES) appointment | Position to which employee is being assigned is an SES position | M52 | Employee declined conversion to the Senior Executive Service and continues under (enter: type of appointment) with all associated rights and benefits. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|---|---|----------------------------|--|--------------|
| 28 | Appointment is at salary rate above minimum rate of the grade | | P04 | Pay set using the superior qualifications and special needs pay-setting authority under 5 CFR 531.212. | |
| 29 | Employee is appointed to or converted to a position for which special higher-than-usual pay rate has been established under 5 U.S.C. 5305 to recruit and retain qualified employees | | P05 | Special rate under 5 U.S.C. 5305. | |
| 30 | Employee is appointed to or converted to a supervisory General Schedule (GS) position in which he or she supervises higher paid employees under another pay system | Employee receives a supervisory differential | P72 | Salary in block 20 includes supervisory differential of \$__. | |
| 31 | Employee's salary will be based on his or her highest previous rate of pay | Salary for current action is based on that higher rate | P01 | Previously employed at (pay plan; grade, level, or band; rate). | |
| 32 | | Agency cannot verify salary before action is effected | P03 | Pay rate shown is subject to upward retroactive adjustment upon verification of prior service. | |
| 33 | Rate increase (other than a within-grade increase) is due on effective date of action | A separate Standard Form 50, Notification of Personnel Action, is not being processed for the rate increase | P02 | Pay rate fixed to include rate increase due on same date. | |
| 34 | Employee is returning after service with the American Institute in Taiwan or an international organization, military service, or absence due to compensable injury | Rate of pay includes increases he or she earned while absent | P06 | Pay rate includes WGI's or other rate changes to which employee would have been entitled had he or she remained continuously in Federal service. | |
| 35 | | Employee was promoted or reassigned while absent | K38 | Promoted (or reassigned) from (former position and grade), effective (date). | |
| 36 | Employee is entitled to grade retention under 5 U.S.C. 5362 | | X37 | Employee is entitled to retain grade of (pay plan and grade) through (date). | |
| 37 | | | X61 | Retained grade will not be used for purposes of reduction-in-force. | |
| 38 | | | X45 | Retained grade will be used to determine employee's pay, retirement and insurance benefits, and promotion and training eligibility. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|--|---|----------------------------|--|--|
| 39 | | Retained grade is equivalent to grade actually held by the employee prior to the reduction which entitled employee to grade retention | X35 (see Note 4) | The retained pay plan and grade (pay plan and grade) is equivalent to (pay plan and grade), the position from which reduced. | 3. Use this remark in addition to those required by Rules 36-38. |
| 40 | | Employee will be entitled another period of grade retention when the current period has ended | X38 (see Note 4) | On (date) employee will be entitled to retain grade of (pay plan and grade) through (date) provided the preceding period of grade retention is not terminated earlier. | |
| 41 | Employee was entitled to grade retention under 5 U.S.C. 5362 on previous position | Employee has accepted a change to a lower grade position for personal cause | X36 | Grade retention entitlement terminated. No further entitlement to grade or pay retention. | |
| 42 | | | X49 | Change to lower grade, level, or band is for personal cause. | |
| 43 | Employee who is moved out of Senior Executive Service (SES) is entitled to a retained rate of pay higher than the pay of the position in which he or she is placed | | X40 | Employee is entitled to pay retention. | |
| 44 | Employee is entitled to pay retention under 5 U.S.C. 5363 | | | | |
| 45 | | Employee's salary is 150% of the maximum rate of the grade to which assigned | | | |
| 46 | Employee was entitled to pay retention under 5 U.S.C. 5363 on previous position | Employee has accepted a change to a lower grade position for personal cause | X49 | Change to lower grade, level, or band is for personal cause. | |
| 47 | | | X42 | Pay retention entitlement is terminated. | |
| 48 | Employee has been receiving severance pay or is eligible to begin receiving severance pay from another agency. | | N25 | Severance pay discontinued. Employee has received (total number) weeks of severance pay. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|---|--|----------------------------|--|--------------|
| 49 | Employee is subject to the SL or ST pay system | The rate of basic pay is equal to or above the specified limit that subjects an employee to coverage by the post-employment restrictions under 18 U.S.C. 207(c) – (i.e., 86.5% of the rate for level II of the Executive Schedule) | M97 | Employee subject to post-employment restrictions under 18 U.S.C. 207(c) | |
| 50 | Employee's total salary includes payment for administratively uncontrollable overtime | | P81 | Salary in block 20 includes AUO of \$ _____. | |
| 51 | Reserved | | | | |
| 52 | Employee's total salary includes availability pay | | P99 | Salary in block 20 includes availability pay of \$ ____. | |
| 53 | Employee who is re-employed under FICA, CSRS, or CSRS-Offset, is eligible to elect FERS as provided in Chapter 11 of the CSRS and FERS Handbook | Employee has been given Standard Form 3109, FERS Election of Coverage, and receipt copy has been filed in employee's Official Personnel Folder | B60 | Eligible to elect coverage under the Federal Employees Retirement System (FERS) within 6 months of the effective date of this personnel action. Standard Form 3109 provided to employee. | |
| 54 | Employee's retirement code will be "C," "E," "K," "L," "M," or "N" | | M38 | Frozen Service: (enter yrs and mos, e.g., "20 yrs, 5 mos") | |
| 55 | Employee's retirement code will be "K," "L," "M," or "N" | Employee previously elected coverage under FERS | M46 | Employee is covered by FERS because of previous election. | |
| 56 | Employee's retirement code will be "K," "L," "M," "N," "KF", "KR", "LR", "MR", "NR", "KF", "LF", "MF", "NF", or "OF" | Rule 55 does not apply | M45 | Employee is automatically covered under FERS, FERS-RAE or FERS-FRAE. | |
| 57 | Employee has elected to retain coverage under a retirement system for non- appropriated fund instrumentality (NAFI) employees | | B63 | Elected to retain coverage under a retirement system for NAF employees. | |
| 58 | Conversion is from intermittent employment without compensation (WC) | | G29 | Intermittent employment totaled (number) hours in work status from (date) to (date). | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|---|---|----------------------------|--|--------------|
| 59 | Conversion is from intermittent employment with pay | | G30 | Intermittent employment totaled (number) hours in pay status from (date) to (date). | |
| 60 | Employee is eligible for Sole Survivorship veterans preference | Block 23 of the SF-50 reflects "7" | E59 | When "7" is reflected in block 23 above, employee is entitled to: No Points/Sole Survivorship Preference. | |
| 61 | Employee is eligible for health benefits coverage | Is working on a part-time schedule of 16-32 hours per week covered by the Federal Employees Part-Time Career Employment Act of 1978 | B43 | Government share of premium for health benefits coverage will be reduced because you are working part-time. You will have to pay the employee share of the premium plus the difference between what the Government pays for your enrollment and the amount the Government pays for a full-time employee. | |
| 62 | Employee elected health benefits coverage on last appointment | That coverage will continue | B44 | Health benefits coverage continues. | |
| 63 | Employee is eligible for life insurance coverage | Is working on a part-time schedule | B51 | Basic Life insurance coverage and Additional Optional coverage (if elected) are based on the rate of annual salary payable to you as a part-time employee, not the full-time salary rate shown in block 20 of this Standard Form 50. However, Basic Life insurance coverage is always at least \$10,000. | |
| 64 | Employee moves from the jurisdiction of one payroll office to the jurisdiction of another (whether in same agency or in another agency) | Elected not to enroll health benefits plan while in previous agency or office | B02 | Elected not to enroll for health benefits. | |
| 65 | | Cancelled enrollment while in previous agency or office | B01 | Cancelled health benefits. | |
| 66 | Employee is not eligible to enroll in a health benefits plan | | B03 | Ineligible for health benefits. | |
| 67 | Employee is not eligible to earn annual or sick leave | | B04 | Ineligible for leave. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|------|--|---|---------------------|---|---|
| 68 | Office that provides personnel service (including Official Personnel Folder (OPF) maintenance) is not at the same location or is not part of the same organization as the one to which the employee is assigned (e.g., employee is located in Europe and OPF is maintained in Washington, DC, or employee works for agency A and receives personnel service from agency B) | | M10 | OPF maintained by (name and address of office). | |
| 69 | Will be re-employed annuitant | | A17 | As a reemployed annuitant, you serve at the will of the appointing officer. | |
| 70 | | Salary will be reduced by the amount of the annuity because neither the Office of Personnel Management nor the agency has approved a waiver under 5 CFR, part 533 | P08 | Annual salary to be reduced by the amount of your retirement annuity and by further cost of living increases. | |
| 71 | | | P90 | You are required to submit to the personnel office a copy of any subsequent notice from OPM of any change in your gross annuity rate. (See Note 7) | 7. When the employee submits the notice of annuity adjustment, follow your agency's procedures to forward it to the payroll office. |
| 72 | Will be re-employed annuitant | Salary will be reduced by the amount of the annuity because neither the Office of Personnel Management nor the agency has approved a waiver under 5 CFR, part 553 | P10 | Annuity at present is \$ pa. (See Note 8) | 8. To determine the annual (pa) rate, multiply by 12 the gross monthly annuity shown on the notice of annuity adjustment from the Office of Personnel Management. |
| 73 | Employee receiving credit for non-Federal service under Section 6303(e) of title 5, United States Code, that otherwise would not be creditable | | B73 | You are receiving (enter yrs. and mos., e.g., 2 yrs., 6 mos.) credit towards your SCD- Leave shown in Block 31 for the following period(s) of non-Federal service: (list all applicable "from" and "to" dates). This time is permanently creditable unless you fail to complete 1 full year of continuous service with this agency. | |

Table 9-I. Remarks to be shown on Standard Form 50 (Use as many remarks as are applicable), Continued
49

| Rule | If | And | Then Remark Code Is | And Remark Is | Notes |
|-------------|--|------------|----------------------------|--|--------------|
| 74 | Employee receiving credit for active-duty uniformed service under Section 6303(e) of title 5, United States Code, that otherwise would not be creditable | | B74 | You are receiving (enter yrs. and mos., e.g., 2 yrs., 6 mos.) credit towards your SCD- Leave shown in Block 31 for the following period(s) of active-duty military service: (list all applicable "from" and "to" dates). This time is permanently creditable unless you fail to complete 1 full year of continuous service with this agency. | |
| 75 | Certificate issued from a civil service register maintained by an agency with a delegation of competitive examining authority from OPM or special examining unit authorized by OPM | | K15 | Selected from Cert (enter #) under Delegated Examining; (enter name of installation issuing certificate). | |
| 76 | Reserved | | | | |

Return to Table [9-A](#), [9-B](#), [9-C](#), [9-D](#), [9-E](#), [9-F](#), [9-G](#), [9-H](#)

Notes:

- 1. Reserved.
- 2. Reserved.
- 5. Reserved.