

Senior Level and Scientific (SL/ST) Positions

STEM-DAY TAKE AWAY

Additional Allocations

- Requests for additional SL/ST allocations supporting same or similar positions (e.g., five allocations all for Senior Advisor positions) will only require agency submission of one general position description (PD) rather than multiple, separate PDs.
- Requests for additional allocations involving different positions will still require agency submission of separate PDs for each position.

Conversion of Existing Allocations

- Requests for conversion of current SES allocations to SL/ST will require agencies only to submit brief descriptions for each SL/ST position rather than separate official PDs (agencies should have certified official PDs available to support and document the established positions at issue).

Broader Flexibility on Aggregate SL/ST Allocation Pool

- Interested agencies may work with the Office of Personnel Management (OPM) on the appropriateness of seeking a delegation of authority to obtain and manage an aggregate SL/ST allocation pool (i.e., one set of allocations that agencies may use for SL and ST positions rather than the current approach where agencies are granted separate allocations for SL and ST positions); this will provide agencies greater flexibility to manage their SL and ST requirements based upon dynamic mission needs.
 - Agencies will be required to submit a request and supporting information for such delegations.
 - Agencies with this delegated authority will be required to inform OPM when they make any changes to the distribution of their allocations across SL/ST positions within the total approved by OPM.

GENERAL POINTS

SL/ST Allocations

- Executive agencies must have an unencumbered SL/ST allocation granted by OPM in order to fill an SL/ST position.
- As of September 30, 2014, approximately 837 SL and 544 ST allocations have been granted by OPM to Executive Branch agencies.

Appointment

- SL positions are in the competitive service unless excepted from the competitive service under statute, Executive Order, or by OPM.
- A career SES member may be appointed to an SL position noncompetitively if he or she has competitive service reinstatement eligibility at any grade level and is qualified for the position.

Pay

- SL/ST employees work under a pay-for-performance system.
- An agency with a certified performance appraisal system may pay SL/ST employees basic pay rates up to Executive Level II.