

**AGREEMENT FOR THE MOVEMENT OF PERSONNEL
BETWEEN THE CIVIL SERVICE SYSTEM AND
THE DEPARTMENT OF HOMELAND SECURITY,
TRANSPORTATION SECURITY ADMINISTRATION**

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Department of Homeland Security (DHS), employees serving in positions in the Transportation Security Administration (TSA) may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to TSA positions, subject to the following conditions:

1. **Type of appointment held before movement.**

Employees of TSA must be currently serving in continuing positions under permanent excepted appointments or have been involuntarily separated from such appointments without personal cause within the preceding year. Employees in the competitive civil service must be or have been serving in continuing positions under career-conditional or career appointments.

2. **Qualification requirements.**

Employees of TSA must meet the qualification standards and requirements for the competitive service positions to which they may be appointed in accordance with OPM established regulations for transfer of employees within the competitive civil service. Employees in the competitive service must meet the regular standards and requirements established by TSA for appointment to TSA positions.

3. **Length of service requirement.**

Employees of TSA must have served continuously for at least 1 year in TSA before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees of the competitive civil service must have completed the 1-year probationary period required in connection with their career or career-conditional appointments in the competitive service before they may be appointed to positions in TSA under the authority of this agreement.

4. **Selection.**

Employees of TSA may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service are considered for transfer to such positions. Employees in the competitive service may be given consideration for TSA positions consistent with TSA policies covering other internal candidates.

5. **Type of Appointment Granted After Movement.**

TSA employees who are appointed to competitive service positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. The service which commences with a permanent TSA appointment will be accepted toward meeting the competitive service requirement. Employees of the competitive service who are appointed to TSA positions under the terms of this agreement will receive excepted service appointments.

6. **Probationary and Trial Periods.**

Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period. Employees receiving an initial appointment to a supervisory and/or managerial position will serve a probationary period as prescribed by the agency.

7. **Status.**


TSA employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status. Thereafter, such employees will be entitled to the benefits and privileges provided by the Civil Service Rules and by OPM's regulations for persons having competitive civil service status. Employees of the competitive civil service who are appointed to positions with the TSA under the terms of this agreement will receive the benefits and privileges that are normally provided to persons who initially receive TSA excepted service appointments.

8. **Effective Date.**


This agreement becomes effective upon signature of both parties. The agreement may be modified at any time with the mutual consent of the DHS and OPM.

9. **Ending Date.**

The agreement ends 3 years after the date signed by DHS unless extended by OPM. OPM reserves the right to terminate the agreement before 3 years if it determines the conditions for continuation are no longer met.



Kay Coles James (Date)
Director
U.S. Office of Personnel Management

FEB - 1 2005


for Tom Ridge (Date)
Secretary
U.S. Department of Homeland Security