

# Personnel Employee Bulletin

September 2, 2009

## OPM Retains Time-in-Grade Rule

Last year, the U.S. Office of Personnel Management (OPM) proposed eliminating the Time-in-Grade (TIG) Rule. But on August 11, 2009, after careful consideration OPM has determined that it would be more productive to take into account the merits of the time-in-grade issue as part of a more comprehensive review of pay, performance, and staffing issues.

TIG was designed to prevent excessively rapid promotion in the competitive service within General Schedule (GS) positions for individuals who within the previous 52 weeks, held a permanent GS position in the competitive or excepted service.

The following time-in-grade restrictions must be met in accordance with 5 CFR 300.604:

-----Advancement to positions at GS-12 and above: candidates must have completed a minimum of 52 weeks in a position no more than one grade lower (or equivalent) than the position being filled.

-----Advancement to GS-06 through GS-11: candidates must have completed a minimum of 52 weeks in positions: (1) No more than two grades lower (or equivalent) when the position to be filled is in a line of work properly classified at 2-grade intervals (typically these are specialists/professional positions); and (2) No more than one grade (or equivalent) when the position to be filled is in a line of work properly classified at 1-grade intervals (typically these are clerical/technician positions). There are exceptions to the one grade requirement for 1-grade interval work when there is a mixed interval promotion pattern in the organization where the job is being filled.

-----Advancement to position up to GS-05: candidates may be advanced without time restrictions to positions up to the GS-05 if the position to be filled is no more than two grades above the lowest grade the employee held within the preceding 52 weeks under his or her last permanent appointment in the competitive service.

TIG does not apply to advancement within the Federal Wage System or the National Security Personnel System.

To learn more about this issue, go to <http://edocket.access.gpo.gov/2009/E9-19174.htm>.

For additional information, please contact your servicing DLA Human Resources Center, <http://www.hr.dla.mil/cntctus.htm>. The Personnel Employee Bulletin will be published on the first Wednesday of each month.