

**FEDERAL AVIATION ADMINISTRATION  
FEDERAL AVIATION SERVICE  
FACT SHEET**

On April 1, 1996, the Federal Aviation Administration (FAA) created a new personnel system, the Federal Aviation Services (FAS). The FAS exempts FAA from most traditional Federal personnel laws. Basic Federal employee benefits, such as retirement, health, and life insurance. Thrift Savings Plan, Workers' compensation, and holidays will remain the same for FAA employees as for other Federal employees. Present Federal employees currently occupying positions in the competitive service will, if selected for FAA positions, be converted to the excepted service under the FAS. Current leave balances and other benefits will be transferred to the FAA.

( ) If you are a Federal career employee or career conditional with veteran's preference, you are entitled to lifetime reinstatement eligibility in the competitive service.

( ) As a career-conditional employee in a Federal agency, acceptance of this appointment will discontinue your status as a competitive employee of the Federal government. Because you will have not completed the service requirement for conversion to career status prior to accepting a position in the FAA, your service with the FAA will act to extend your 3-year eligibility window for reinstatement to other federal agencies based on your previous career-conditional status. Your time with the FAA will serve as an extension to the 3-year period that starts on the date you leave your career-conditional competitive service position.

( ) Because you will not have completed the service requirement for conversion to career status prior to accepting a position in the FAA, should you later transfer to a competitive service agency, your service time, beginning with a permanent FAA appointment, will be accepted toward meeting the 3-year requirement for career tenure and completion of a probationary period.

The FAA and the Office of Personnel Management established a Personnel Interchange Agreement that would allow employees to the FAA to non-competitively move into positions in the competitive service. The provisions of this Agreement make employees coming into the FAA eligible for transfer to other competitive service Federal agencies without having to be considered as an applicant outside the government. This eligibility begins after employees have at least 1-year of continuous service with the FAA under permanent appointment.

As an excepted employee of FAA, if you receive a proposed notice of reduction-in-force (RIF), or have been separated under RIF procedures, or have been identified as a surplus employee, you are entitled to career transition services with the FAA. These services may include skills assessment, career counseling, networking, job information, etc. You are not entitled to priority placement consideration under the Interagency Career Transition Service Program. This means that other Federal agencies are not obligated to give you mandatory placement consideration under their agency's program.

I acknowledge and understand that acceptance of \_\_\_\_\_ (position),  
\_\_\_\_\_ (pay plan, series, grade) is in the Federal Aviation Service (FAS)  
excepted service.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date