

United States General Accounting Office

GAO

Fact Sheet to the Chairmen of the Post Office and Civil Service Committee and the Human Resources Subcommittee House of Representatives

January 1986

REDUCTION-IN-FORCE

Information on the Office of Personnel Management's Reduction-in-Force Rules



RESTRICTED—Not to be released outside the General Accounting Office except by written approval by the Office of Congressional Affairs.





UNITED STATES GENERAL ACCOUNTING OFFICE
WASHINGTON, D.C. 20548

GENERAL GOVERNMENT
DIVISION

JAN 16 1986

B-221553

The Honorable William D. Ford
Chairman, Committee on Post Office
and Civil Service
House of Representatives

The Honorable Gary L. Ackerman
Chairman, Subcommittee on
Human Resources
Committee on Post Office and
Civil Service
House of Representatives

Enclosed is a fact sheet which is provided in response to your October 3, 1985, letter requesting information on the "bump and retreat" provisions of the Office of Personnel Management's (OPM) new reduction-in-force (RIF) rules. The fact sheet compares the final rules published by OPM in the Federal Register on January 3, 1986, with the rules that were previously in effect.

The rules published on January 3, 1986, are less restrictive than those effective on July 3, 1985. The January rules (1) permit employees subject to a RIF to bump one additional grade, (2) remove the restriction on nonclerical to clerical bumping, and (3) allow employees subject to a RIF to retreat two additional grades.

As arranged with your offices, we plan no further distribution of this fact sheet until 7 days from the date of the fact sheet unless you publicly announce its contents earlier. At that time, we will send copies to the Director, Office of Personnel Management, and to others who have an interest in this subject.

Rosslyn S. Kleeman
Rosslyn S. Kleeman
Associate Director

ENCLOSURE

ENCLOSURE

BUMP AND RETREAT RIGHTS
UNDER
OLD AND NEW REDUCTION-IN-FORCE RULES

Prior to
July 3, 1985

Changes Effective
July 3, 1985

Changes Published
January 3, 1986

BUMP RIGHTS

Employee can bump into any other position if it is held by an employee in a lower tenure group or in a lower subgroup within the same tenure group. The employee must be qualified for the position.

Bumping rights limited to positions no more than two grades lower than the grade held at the time of RIF.

Bumping rights limited to positions no more than three grades lower than the grade held at the time of RIF.

Employee in a clerical position can bump only to another clerical position; employee in nonclerical position can bump only to another nonclerical position.

July 3, 1985 restriction was removed.

Employee with unacceptable performance rating has no bump rights.

Same as those effective July 3, 1985.

RETREAT RIGHTS

Employee can retreat to any position from which he/she was promoted, or an essentially identical position, provided it is occupied by an employee with a lower retention standing in the same tenure group and subgroup.

Employee can retreat to any job previously held. Retreating right is limited to positions no more than one grade lower than the grade held at the time of the RIF.

Retreating right is limited to positions no more than three grades lower than the grade held at the time of the RIF.

ENCLOSURE

ENCLOSURE

Prior to
July 3, 1985

Changes Effective
July 3, 1985

Changes Published
January 3, 1986

RETREAT RIGHTS (Cont)

Employee with a service-connected disability of 30 percent or more can retreat up to five grades.

Same as those effective July 3, 1985.

Employee with a performance rating of minimally successful can retreat to a position held by an employee with the same or lower performance rating.

Same as those effective July 3, 1985.

Employee with unacceptable performance rating has no retreat rights.

Same as those effective July 3, 1985.



Requests for copies of GAO reports should be sent to:

U.S. General Accounting Office
Post Office Box 6015
Gaithersburg, Maryland 20877

Telephone 202-275-6241

The first five copies of each report are free. Additional copies are \$2.00 each.

There is a 25% discount on orders for 100 or more copies mailed to a single address.

Orders must be prepaid by cash or by check or money order made out to the Superintendent of Documents.

