

# LEGEND

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## **Position Location (Column 1)**

Listed are the cities, States/Provinces, and foreign countries in which the positions are located. Countries and cities (or other subdivisions) are shown for overseas posts. Note that “Washington, DC” includes positions in the entire metropolitan area and therefore may include certain cities and counties in the States of Maryland and Virginia.

## **Position Title (Column 2)**

Listed are the position titles and the names of the organizations in which they are located.

## **Name of Incumbent (Column 3)**

Listed are the names of individuals serving under other than career appointments. The phrase “Career Incumbent” is shown for positions incumbered by career appointees. The term “Vacant” is shown for positions that were not occupied on September 1, 2008, the “as of” date of this publication.

Note the law requires “member” positions in certain agencies (e.g., boards, committees, and commissions) be filled on a bipartisan basis. For such positions, the following letter codes are shown in parentheses following the name of the incumbent:

(D) = Democrat      (I) = Independent      (R) = Republican

## **Type of Appointment (Column 4)**

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no “Type of Appointment” is shown for such positions when they are vacant.

PAS = Presidential Appointment with Senate Confirmation  
PA = Presidential Appointment (without Senate Confirmation)  
CA = Career Appointment  
NA = Noncareer Appointment  
TA = Limited Term Appointment  
SC = Schedule C Excepted Appointment  
XS = Appointment Excepted by Statute

**Pay Plan (Column 5)**

Listed are letter codes that denote the Federal salary schedule or pay system under which the position incumbents are going to be paid. Tables showing the salary ranges for major pay systems are contained in Appendix 4.

AD	=	Administratively Determined Rates
ES	=	Senior Executive Service
EX	=	Executive Schedule
FA	=	Foreign Service Chiefs of Mission
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
GS	=	General Schedule
PD	=	Daily Pay Rate* (per diem)
SL	=	Senior Level
TM	=	Federal Housing Finance Board Merit Pay
VH	=	Farm Credit Administration Pay Plan
WC	=	Without Compensation*
OT	=	Other Pay Plan* (all those not listed separately)

\* Although not Pay Plans, these codes are shown for information purposes.

**Level, Grade, or Pay (Column 6)**

Listed are numerical and letter codes that denote the level, grade, or salary of the position incumbered:

Levels I through V of the Executive Schedule

Grades 1 through 15 of the General Schedule

Annual Salary in Dollars

Daily Pay Rate in Dollars

If there is no entry in this column, the position does not have an established level, grade, or pay rate. For example, the pay rate for Senior Executive Service and Senior Level positions is "personal," i.e., attached to the incumbent, not the position. The pay rate for each new appointee is set by the appointing authority (usually the agency head) on a case-by-case basis. Annual salary schedules and pay ranges for such positions are shown in Appendix 4.

**Tenure (Column 7)**

Listed are the terms or durations of the appointment in years. If there is no entry in this column, the appointment has no fixed term.

**Expires (Column 8)**

Listed are the expiration dates for time-limited appointments. If there is no entry in this column, the incumbent is not serving under a time-limited appointment. However, many member positions on agency advisory boards, councils, and commissions are filled initially for a fixed term, but the incumbents may (and often do) serve beyond the expiration date until they are replaced. In such cases, no expiration date is shown.