

Appendix C -- Title 5-exempt Organization Study Matrix Survey Results as Reported by the HRM Respondents

Key:

C=covered by Title 5
NC-Y=yes has system

NC=not covered by Title 5
NC-N=no does not have a system

PC=partially covered
U=uncertain

AF=administratively follows Title 5

Organization	MSPs ¹	Hiring	Rates & ranks?	Applies Veterans Pref?	Provides Competitive prom ⁵	Classification	Compensation	Adverse actions	Extern. appeals	Hatch	Whistle blower	Has Unions ?
CIA	NC	NC	Y	N	Y	NC-Y	NC-Y	NC-Y	NC-N	NC/IG	NC/IG	N
DVA-VHA T38⁶	NC	NC	Y	N (limited)	Y	NC-Y	NC-Y	NC-Y	PC-vets	C	C	Y
FAA	NC/AF	NC	Y	Y	Y	NC-Y	NC-Y	NC-Y	C	C	NC-IG	Y
FAS (FSO)	NC	NC	Y	N-FSO ²	Y	NC-Y	NC-Y	NC-Y	NC-N	NC/IG	NC/IG	Y
FDIC	C	C	C	C	C	NC-Y	NC-Y	C	C	C	C	Y
Foreign Service	NC	NC	Y	Y	Y	NC-Y	NC-Y	NC-Y	NC-N	C	NC/IG	Y
FRB	NC	NC	Y(loose)	N	Y	NC-Y	NC-Y	NC-Y	NC-N	C	U	N
FSA	NC	NC	Y(loose)	N	Y	NC-Y	NC-Y	NC-AF	NC-N	NC/AF	NC	Y
Library of Congress	NC/AF	NC/AF	Y	N	Y	NC-Y	NC-Y	NC-Y	NC-N	NC/IG	NC/IG	Y
MWAA	NC	NC	Y	N	Y	NC-Y	NC-Y	NC-Y	NC-N	NC	NC	Y
NRC	C	NC	Y	Y	Y	NC-Y	NC-Y	C	C	C	C	Y
NSA	NC/AF	NC	Y	N ⁴	Y	NC-Y	NC-Y	---	---	---	---	N
OFHEO	C	C	C	C	C	NC-Y	NC-Y	C	C	C	C	N
OTS	C	C	C	C	C	NC-Y	NC-Y	C	C	C	C	Y
Peace Corps	NC	NC	Y	N	N(limited)	NC-Y (loose)	NC-Y	NC-Y	NC-N	C	C	N
Postal Service	NC	NC	Y	Y/PC	Y	NC-Y	NC-Y	NC-Y	PC- vets	C	NC/IG	Y
Sallie Mae	NC	NC	N	N	Y	NC-Y	NC-Y	NC-Y	NC-N	NC	NC	N
Smithsonian (Trust)	NC/AF	NC/AF	Y	N	Y	NC-Y	NC-Y	NC-Y(lim)	NC-N	NC	NC	N
TVA	U	NC	Y	Y ³ /PC	Y	NC-Y	NC-Y	NC-Y	PC- vets	C	C	Y

Notes:

- 1 – Based on the reading of 5 U.S.C. 2301 and 2302, it appears more organizations may be covered by the merit system principles without their recognition of it.
- 2 – Selections are first made under Title 5 with internal competition later for Foreign Service positions.
- 3 – Veterans preference is applied to some positions, specifically the craft positions, but not all.
- 4 – Veterans preference not applied in hiring but used in RIFS and adverse actions.
- 5 – Promotions may include career ladder systems, reclassifications, or competitive announcements. Sallie Mae used the phrase management action as well.
- 6 – Covers Title 38 occupations but not Hybrids.