

SUBCHAPTER D—[RESERVED]
SUBCHAPTER E—EMPLOYMENT AND COMPENSATION
UNDER THE PANAMA CANAL EMPLOYMENT SYSTEM

PART 251—REGULATIONS OF THE
SECRETARY OF THE ARMY (PANAMA
CANAL EMPLOYMENT SYSTEM)—PERSONNEL POLICY

Subpart A—General Provisions

- Sec.
251.1 Purpose.
251.2 Definitions.
251.3 Panama Area Personnel Board.
251.4 Adoption of Panama Canal Employment System by Department of Defense.
251.5 Compliance with regulations.
251.6 Deviations.

Subpart B—Compensation and Allowances
Under the Panama Canal Employment
System

- 251.11 Uniformity of job classification standards.
251.12 Uniformity of compensation.
251.13 Establishment of basic wages.
251.21 Use of categories.
251.22 Non-manual category.
251.23 Manual category.
251.24 Special category.
251.25 Basic compensation.
251.31 Tropical differential.
251.32 Additional remuneration under Panama Canal Treaty.
251.41 Salary protection upon conversion of pay base.
251.42 Individual pay determinations.
251.43 Within-grade increases.
251.71 Environmental and night shift differential for manual-type positions.
251.72 Physical hardship or hazard differentials for non-manual positions.
251.73 Premium pay.

AUTHORITY: 22 U.S.C. 3641–3701, E.O. 12173, 12215.

SOURCE: 47 FR 12952, Mar. 26, 1982, unless otherwise noted.

Subpart A—General Provisions

§251.1 Purpose.

The regulations in this part are prescribed for the purposes of coordinating the personnel policies and activities of the respective agencies participating in the Panama Canal Employment System and excluding employees in the Department of Defense from certain

provisions of the Panama Canal Employment System.

§251.2 Definitions.

- (a) *Agency* means:
(1) The Panama Canal Commission, and
(2) An executive agency or the Smithsonian Institution, to the extent of any election in effect under section 1212(b)(2) of the Panama Canal Act.
(b) *Employee* means an individual serving in a position.
(c) The *Panama Canal Treaty* means the Panama Canal Treaty between the United States of America and the Republic of Panama, signed September 7, 1977, and related agreements.
(d) *Position* means a civilian position in an agency, if a substantial portion of the duties and responsibilities of the position are performed in the Republic of Panama.
(e) *Subchapter II* means Subchapter II of Chapter 2 of Title I of the Panama Canal Act of 1979 (93 Stat. 463).
(f) *PAPB* means the Panama Area Personnel Board.

§251.3 Panama Area Personnel Board.

(a) There is hereby established the Panama Area Personnel Board (PAPB). The purpose of the PAPB shall be to assist the Secretary of the Army in carrying out his responsibility to coordinate the policies and the activities of the agencies participating in the Panama Canal Employment System.

(b) *Functions.* The Panama Area Personnel Board shall:

- (1) Provide leadership and advice in all aspects of personnel management so as to promote uniformity of policies and practices to the extent compatible with the missions and governing rules of the various agencies.
(2) Formulate and issue such additional regulations, guidelines, and procedures as may be necessary to carry out the provisions of Parts 251 and 253 of this subchapter.

Panama Canal Regulations

§ 251.4

(3) Approve qualification standards which will be applied uniformly in effecting all personnel actions. In general, qualification standards issued by the Office of Personnel Management and those developed by individual agencies which are appropriate for general use will be used for this purpose.

(4) Provide technical direction to the Central Examining Office.

(5) Consider requests for conversion to Canal Area Career or Career-Conditional appointments.

(6) Perform such other duties and responsibilities as prescribed by the Secretary of the Army or his designee.

(c) Agencies shall consult with each other concerning any matter of interest within the scope of the Panama Canal Employment System and refer any recommendations for changes to the Panama Area Personnel Board.

(d) *Composition.* The PAPB shall be composed of the Administrator of the Panama Canal Commission, the Commander-in-Chief, United States Southern Command, and one member appointed by the Secretary of the Army who will serve as permanent chairman. The extent to which any member may serve through a representative designated by the member will be determined by the PAPB.

(e) Any member may enter topics on a meeting agenda.

(f) *Records.* The Panama Canal Commission shall have control of the systems of records of the PAPB that are subject to 5 U.S.C. 552 and 552a (the Freedom of Information and Privacy Acts). The regulations in Parts 9 and 10 of this title are adopted as regulations of the PAPB. The Administrator shall act as agency head for the purposes of the Freedom of Information and Privacy Acts.

[47 FR 12952, Mar. 26, 1982, as amended at 49 FR 31070, Aug. 3, 1984; 51 FR 33262, Sept. 19, 1986]

§251.4 Adoption of Panama Canal Employment System by Department of Defense.

(a) Subchapter II and the Panama Canal Employment System are hereby made applicable to all employees of all Department of Defense agencies and departments in Panama, except that the positions and incumbents specified

by paragraphs (b) through (i) of this section are excluded, to the extent indicated, from Subchapter II and the regulations in this part and in Part 253.

(b) The following positions, and the incumbents thereof, are excluded from all the provisions of Subchapter II, (except section 1217(d)) and the regulations in this part and Part 253 of this chapter:

(1) Consultants and experts when employed under the provisions of 5 U.S.C. 3109 or other statutory authority.

(2) Any employee excluded by 5 U.S.C. 2105(c) from coverage under laws administered by the Office of Personnel Management, except that Subpart B of this part shall apply to such employees.

(3)-(4) [Reserved]

(5) Positions in the Department of Defense designated as sensitive, key positions, for which off-Isthmus recruitment is necessary, except that the incumbents of these positions are eligible to receive any differential authorized by Subchapter II and the regulations in §§251.31 and 251.32 of this part.

(6) Positions of mess attendant which are designated by the commander of the employing military command for occupancy of San Blas (Cuna) Indians pursuant to agreements with the San Blas Tribal Chieftain.

(c) The following positions, and the incumbents thereof, are excluded from the provisions of section 1212 of the Panama Canal Act which provide for merit selection for employment, section 1213 of the said Act and Subparts B and C of the regulations in Part 253 of this chapter:

(1) Attorneys.

(2) Intelligence related positions in the Departments of Defense and Army that are excepted from the competitive service by 5 CFR 213.3106(d)(1), 213.3106(d)(2), and 213.3107(a)(5).

(3) Visiting physicians and nurses of the Health Services Command, U.S. Army Medical Activity, Panama assigned to the home visit program under the Cash Relief Act of July 8, 1937, as amended (50 Stat. 478; 68 Stat. 17), for beneficiaries who reside in the Republic of Panama.

(4) Hospital residents and interns and other student hospital employees.

(5) Positions designated by competent authority as fee-rate positions within the Special Category established by the regulations in this part.

(6) Positions requiring part-time or intermittent services in which the individual appointee will receive during his service year compensation that aggregates not more than 40 percent of the annual salary rate for the first step of grade 3 in the applicable Non-Manual schedule.

(7) Positions designated by the agency as appropriate for use as Student Trainee positions and which are filled under a cooperative work-study agreement between an agency and a college or university approved for participation in such a program by the agency.

(8) [Reserved]

(9) Student assistant positions.

(10) Positions that are filled by mentally retarded or severely physically handicapped persons pursuant to regulations issued by the PAPB. Such regulations shall conform, in substance, to those utilized to authorize appointment of the aforesaid classes of persons in Federal employment in the United States.

(d) Heads of services in hospitals operated by the United States in the Republic of Panama, and the incumbents thereof, are excluded from the provisions of sections 1212 of the Panama Canal Act which provide for merit selection for employment, sections 1212 and 1215 through 1217 of the said Act, Subpart B of the regulations in this part, and Subparts B and C of the regulation in Part 253, except that such positions and incumbents are not excluded from the provisions of section 1217(d) of the Act.

(e) Positions of student assistant, apprentice and learner, and the incumbents thereof, are excluded from the provisions of section 1225(b)(2) of the Panama Canal Act.

(f) Professional educators employed by the Department of Defense Dependent Schools are excluded from all the provisions of Subchapter II and the regulations in this part and Part 253 of this chapter, except that the incumbents of these positions are eligible to receive any differential authorized by Subchapter II and the regulations in §§ 251.31 and 251.32 of this part.

(g) Officers and employees of the National Security Agency appointed and compensated pursuant to the National Security Act of 1959, as amended, 50 U.S.C. 3402, note, are excluded from all provisions of subchapter II and the regulations contained in this part and part 253 of this chapter, except that such positions are not excluded from the provisions of sections 1217, 1217a and 1218 of subchapter II or the regulations in §§ 251.25, 251.31 and 251.32.

(h) Positions at or above GS-6 and equivalent subject to the Civilian Intelligence Personnel Management System (CIPMS) are excluded from all the provisions of subchapter II and the regulations contained in this part and part 253, except that such positions are not excluded from the provisions of sections 1217, 1217a, and 1218 of subchapter II or the regulations in §§ 251.25, 251.31 and 251.32.

(i) Officers and employees of non-Department of Defense (DOD) agencies attached to DOD agencies in Panama are excluded from all the provisions of subchapter II and the regulations contained in this part and part 253 of this chapter, except that such employees may be covered by the provisions of sections 1217, 1217a, and 1218 of subchapter II and the regulations in §§ 251.25, 251.31 and 251.32 of this chapter, if coverage by said provisions is agreed to by the employee's agency and DOD and such coverage does not result in a benefit greater than that provided to DOD employees.

[47 FR 12952, Mar. 26, 1982, as amended at 51 FR 33262, Sept. 19, 1986; 56 FR 1923, Jan. 18, 1991; 56 FR 40555, Aug. 15, 1991; 58 FR 5616, Jan. 22, 1993]

§ 251.5 Compliance with regulations.

Inspection or program evaluation facilities within the higher headquarters of the employing agencies will be utilized for periodic evaluation of operations under the regulations in this part and Part 253 of this chapter. When an evaluation indicates failure on the part of any activity to adhere to the regulations in this part, the Secretary of the Army will bring such deviations to the attention of the head of the agency concerned who will be responsible for taking necessary corrective action. When an evaluation reveals an

Panama Canal Regulations

§ 251.22

improper or erroneous action by the PAPB, the Chairman of the PAPB will direct corrective action be taken.

§251.6 Deviations.

Whenever strict compliance with the letter of the regulations in this part would create practical difficulties or undue hardships, the Panama Area Personnel Board may permit a deviation from these regulations. Such authority may be exercised only if the deviation is within the spirit of the regulations and the efficiency of the U.S. Government and the integrity of the Panama Canal Employment System are protected and promoted. Any deviation authorized, and the reasons therefor, shall be made a matter of record.

[51 FR 33262, Sept. 19, 1986]

Subpart B—Compensation and Allowances Under the Panama Canal Employment System

§251.11 Uniformity of job classification standards.

In order to assure uniform application of rates of basic compensation, job classification standards shall be uniform within and among all agencies. Any problems arising in achieving such uniformity which cannot be resolved between or among the agencies shall be referred to the PAPB for resolution. If resolution is not achieved the matter shall then be forwarded to the Office of the Secretary of the Army for decision.

§251.12 Uniformity of compensation.

(a) The rates of basic compensation for positions and employees and the additional compensation authorized by §§251.31 and 251.32 shall be uniform within and among all agencies. Any problems arising in achieving such uniformity shall be referred to the PAPB for resolution. If resolution is not achieved the matter shall then be forwarded to the Office of the Secretary of the Army for decision.

(b) This section shall not preclude the adoption by agencies, under regulations issued by the PAPB, of special rate ranges or other special rates of basic pay for positions for which employees must be recruited from outside

the Republic of Panama or in other appropriate circumstances. This section shall not preclude the establishment of rates of pay for employees described in paragraph (b)(1) of this section that are different than the rates established for employees described in paragraph (b)(2) of this section:

(1) A person who was employed by a department on September 30, 1979 and continued in employment with an agency without a break in service of more than three days or a person who was separated from the service of the Panama Canal Company or Canal Zone Government by reason of a reduction in force on September 30, 1979, and was appointed to a position in the Panama Canal Commission before April 1, 1980; a person who was employed on September 30, 1979, by an agency of the United States Government (other than an agency subject to this part) which since that date has had responsibility for carrying out the rights and responsibilities of the United States under the Panama Canal Treaty of 1977 if the person is appointed to a position under Part 253 within 90 days of terminating employment with such agency; and

(2) Anyone other than a person described in paragraph (b)(1) of this section.

[47 FR 12952, Mar. 26, 1982, as amended at 51 FR 33262, Sept. 19, 1986]

§251.13 Establishment of basic wages.

Agencies that participate in the Panama Canal Employment System shall consult with each other concerning basic pay for employees and shall refer their recommendations for basic pay to the Panama Area Personnel Board. Upon approval by the Secretary of the Army or his designee of basic wage rates, the rates shall be adopted by the agencies.

§251.21 Use of categories.

Positions in the agencies shall be grouped into the categories set forth in §§251.22 to 251.24.

§251.22 Non-manual category.

Those occupational groupings which embrace administrative, clerical, technical, professional, and related occupations. This includes positions covered by Chapter 51 of Title 5, United States

§ 251.23

Code, except for those which are specifically excepted and covered in the Special Category.

§ 251.23 Manual category.

(a) Those manual-type occupational groupings that elsewhere in the Federal government are usually covered by the Federal Wage System, i.e., those that encompass the unskilled, semi-skilled, and skilled manual-labor occupations in the trades, crafts, and related employment. This category does not include those positions that are specifically excepted and placed in the special category.

(b) The PAPB shall prescribe standards for grading manual category jobs. Whenever a job-grading standard under the Federal Wage System is utilized, the PAPB shall modify it if necessary to take into account any significant differences in knowledge, skill, or responsibility requirements that are found between the job covered by the Federal Wage System standard and the Canal Area position to which it is applied.

§ 251.24 Special category.

Those occupational groupings which are excepted from the Non-Manual and Manual categories, and whose bases have been traditionally or by statute evaluated, classified, and titled by reference to applicable Government or industry standards for the same or similar work.

§ 251.25 Basic compensation.

(a) For employees not entitled to the differential prescribed by § 251.31 or the additional remuneration prescribed by § 251.32, the rates of pay shall be the base salary or wage rates prescribed by § 251.13. For employees who are entitled to the differential prescribed by § 251.31 or the additional remuneration prescribed by § 251.32, the rates of pay shall be the base salary or wage rate plus the applicable differential or additional remuneration. The aggregate pay thus derived shall be considered basic compensation.

(b) An employee shall not be paid, except as provided in paragraph (c) of this section, basic compensation as defined in paragraph (a) of this section at a rate in excess of the rate of basic pay

payable for Level V of the Executive Schedule.

(c) The Deputy Administrator and the Chief Engineer of the Panama Canal Commission shall not be paid basic compensation as defined in paragraph (a) of this section at a rate in excess of the rate of basic pay payable for level IV of the Executive Schedule.

[56 FR 40555, Aug. 15, 1991]

§ 251.31 Tropical differential.

(a) An overseas tropical differential for an employee in the category established by § 251.12(b)(1) who is a United States citizen employee and who qualifies under the provisions of paragraph (b) of this section, shall be fixed by the head of each agency in an amount equal to 15 percent of the applicable base wage or salary established under § 251.13.

(b) The tropical differential prescribed by paragraph (a) of this section shall be paid to each United States citizen employee who qualifies under the following rules:

(1) To be eligible, the employee must have continuously occupied a position, other than a position the rates of pay for which are fixed in accordance with rates of pay for the same or similar work performed outside the continental United States, since: (i) Recruitment or transfer by a department from a place (other than the former Canal Zone) under the jurisdiction of the United States, or (ii) Separation from the Armed Forces of the United States or from employment with a United States firm, organization, or interest under conditions which provided by contract for return transportation to a place (other than the former Canal Zone) under the jurisdiction of the United States.

(2) When the employee is married to another employee eligible for the differential prescribed by this section, the differential may be paid to one spouse only.

(3) The employee whose spouse is a member of the U.S. military service stationed in the area may be paid the differential only to the extent that the amount of the differential otherwise payable exceeds the amount of the total housing allowance (BAQ plus the

Panama Canal Regulations

§ 251.32

housing portion of the station allowance) established for Panama, Republic of Panama, for a military member having the same rank and family size as the employee's military spouse. The employee whose spouse, by reason of U.S. Government employment in the Republic of Panama, is eligible under the Department of State Standardized Regulations (Government Civilian, Foreign Areas) (DSSR) for a living quarters allowance (LQA) may be paid the differential only to the extent that the amount of the differential otherwise payable exceeds the amount of LQA established for Panama, Republic of Panama, by sections 920 and 932.22 of the DSSR for one in the same quarter group and with the same family size as the employee's spouse.

(4) Tropical differential may be paid only to an individual whose retention the head of the agency determines is essential.

(c) The rule set forth in paragraph (b)(1) of this section shall not disqualify the employee who has been continuously employed since July 3, 1976, and who on that date was: (1) Receiving a differential, (2) Not receiving a differential because the employee's spouse was receiving a differential or a housing or living quarters allowance, (3) Not receiving a differential because the employee was under 21, unmarried, and the child or stepchild of a resident of the former Canal Zone or the Republic of Panama, or (4) Not receiving a differential solely because such payment when combined with his or her aggregate compensation established under prior regulations in this subpart would have exceeded the then current rate of step 5, GS-17, of the General Schedule previously set out in 5 U.S.C. 5332(a).

(d) The rules set forth in paragraph (b)(2) and (3) of this section shall not disqualify for the differential the employee who is living apart from his or her spouse while party to a pending action for divorce or separate maintenance filed in a court of competent jurisdiction.

(e) The rules set forth in paragraph (b)(1) of this section shall not disqualify an employee who has been continuously employed as a medical doctor since August 15, 1991 and who on

that date was receiving the tropical differential.

[47 FR 12952, Mar. 26, 1982, as amended at 56 FR 40556, Aug. 15, 1991]

§ 251.32 Additional remuneration under Panama Canal Treaty.

(a)(1) An overseas Panama Area differential for an employee in the category established by §251.12(b)(2) and who qualifies under the provisions of paragraph (b) of this section shall be fixed by the head of each agency for each position in an amount equal to (i) the rate of basic pay for the same or similar work performed in the continental United States by employees of the Government of the United States plus (ii) an amount equal to 15 percent of that rate, less (iii) the base rate of pay established for the position pursuant to §251.13. The amount of the differential shall not exceed 25 percent of the rate of pay for the same or similar work performed in the United States by employees of the Government of the United States.

(2) Notwithstanding the provisions of paragraph (a)(1) of this section, the Panama Area differential for pilots in the category established by §251.12(b)(2), employed in the navigation of vessels in the waters of the Panama Canal, who qualify under the provisions of paragraph (b) of this section, shall be an amount equal to 15 percent of the base salary established under §251.13.

(b) The Panama Area differential prescribed by paragraph (a) of this section shall be paid to each employee who qualifies under the following rules:

(1) An employee is eligible if recruited from outside the Republic of Panama for placement in Panama.

(2) The Panama Area differential may be paid only to an individual whose recruitment or retention the agency head determined to be essential.

(c) The rates of the Panama Area differential prescribed by this section shall be adjusted by heads of agencies with reference to changes in rates of pay for United States Government employees in the continental United States.

(d) The rules set forth in paragraph (b)(1) of this section shall not disqualify an employee who has been continuously employed as a medical doctor since August 15, 1991, and who on that date was receiving the Panama Area differential.

[47 FR 12952, Mar. 26, 1982, as amended at 56 FR 40556, Aug. 15, 1991]

§ 251.41 Salary protection upon conversion of pay base.

(a) In the case of any employee whose rate of basic pay is determined in relation to rates of basic pay for the same or similar work in the United States and which is converted to a rate of basic pay which is determined in relation to rates in areas other than the United States, the employee shall continue to receive a rate of basic pay (but not including environmental differentials authorized under § 251.71 or § 251.72 of this chapter) not less than that to which the employee was entitled immediately before the conversion.

(b) This section shall cease to apply with respect to any employee if the employee is placed in a position:

(1) For which the rate of basic pay is determined in relation to rates of basic pay in the United States; or

(2) Which is of a lower grade.

§ 251.42 Individual pay determinations.

(a) Except as provided in paragraph (b) of this section, pay determinations in connection with personnel actions such as promotions, demotions, transfers, and conversions to new schedules shall be made in accordance with regulations generally in effect for employees in the Federal service as follows:

(1) *Non-manual category.* Salary changes for employees in this category shall be in general conformity with Subparts B and C of 5 CFR Part 531.

(2) *Manual category.* Wage determinations for employees in this category shall be made in accordance with regulations published by the PAPB. Such regulations shall generally conform to regulations published in 5 CFR Part 532.

(3) *Special category.* Salary and wage changes for employees in this category shall be made in accordance with regulations promulgated by the employing

agency. In those cases where more than one agency employs persons in positions in this category, the regulations will be developed jointly by the interested agencies.

(b) The pay and grade retention regulations in effect for employees to whom Chapter 51 of Title 5, United States Code, applies, which are set forth in 5 CFR Part 536, shall, in general, apply to reductions in the pay or grade of employees to whom this section applies, except that the provisions of 5 CFR Part 536 pertaining to retroactivity and to appeals shall not apply, and except that the PAPB may make other exceptions.

§ 251.43 Within-grade increases.

(a) *Non-manual category.* Employees in positions in this category shall be advanced to higher steps within the grade of their positions generally in accordance with 5 CFR Part 531, Subpart D.

(b) *Manual category.* Employees in positions in this category shall be advanced successively to the next higher step in their grade level generally in accordance with FPM Supplement 532-1.

(c) *Special category.* Employees in positions in this category shall be advanced successively to the next higher step within their grade in accordance with regulations to be prescribed by the head of the agency concerned.

[47 FR 12952, Mar. 26, 1982, as amended at 51 FR 33262, Sept. 19, 1986]

§ 251.71 Environmental and night shift differentials for manual-type positions.

The head of each agency, in coordination with the heads of other agencies, may authorize payment of environmental differentials for manual-type positions to compensate for exposure to hazards, physical hardships, and working conditions of an unusually severe nature which have not been considered in determining the base rate of pay for the position in question. Differentials for night work may also be established for manual-type positions. Any differential prescribed under this section shall conform with like differentials established under the Federal Wage System to the extent that it

is practicable under local conditions. Such differential shall be treated as part of the basic compensation for the position to the extent it is so treated in the Federal Wage System.

§251.72 Physical hardship or hazard differentials for non-manual positions.

The head of each agency, in coordination with the heads of other agencies, may authorize payment of differentials for positions, other than positions subject to §251.71 of this chapter, to compensate for irregular or intermittent duty involving unusual physical hardship or hazard. Differential prescribed under this section shall generally conform to regulations published in 5 CFR Part 550.

§251.73 Premium pay.

(a) Premium pay for Manual-type positions shall be established in accordance with the provisions of 5 U.S.C. 5544 and Supplement 532-1 of the Federal Personnel Manual; *Provided, However,* That any rule concerning premium pay established prior to the effective date of these regulations may be continued for the type of position to which the rule applied before the said effective date.

(b) Premium pay and compensatory time for positions, other than positions subject to paragraph (a) of this section, shall be established in accordance with the provisions of Subchapter V of Chapter 55 of Title 5, United States Code; *Provided, however,* That any rule concerning premium pay or compensatory time established prior to the effective date of these regulations may be continued for the type of position to which the rule applied before the said effective date.

PART 253—REGULATIONS OF THE SECRETARY OF THE ARMY (PANAMA CANAL EMPLOYMENT SYSTEM)—EMPLOYMENT POLICY

PANAMA CANAL EMPLOYMENT SYSTEM

Subpart A—General Provisions

- Sec.
253.1 Purpose.
253.2 Definitions.

- 253.3 Establishment of Panama Canal Employment System; scope and requirements.
253.4 Coverage and exclusions.
253.5 Central Examining Office.
253.6 Review by the Office of Personnel Management.
253.7 Deviations.
253.8 Exclusions.

PANAMA CANAL BOARD OF APPEALS

- 253.11 Establishment; composition; appointment of members; alternates; employees.
253.12 Decisions of the Board.
253.13 Classification appeals.
253.14 Terms of members.
253.15 Appeals procedures.
253.16 Effective date of decisions.

Subpart B—Filling Positions

- 253.31 Authority of appointing officers; methods of filling vacancies.
253.32 [Reserved]
253.33 Positions restricted to veterans of United States Armed Forces.
253.34 Disqualification of applicants.
253.35 Appointments subject to investigation.
253.36 Prohibited practices.
253.37 Examinations.
253.38 Rating competitors.
253.39 Establishment of registers of eligibles.
253.40 Certificate for appointment.
253.41 Selection from certificates.
253.42 Appointments from registers.
253.43 Temporary and term appointments.
253.44 Noncompetitive appointments.
253.45 Tenure following noncompetitive appointment.
253.46 Promotion, demotion, reassignment, and transfer.
253.47 Rotation of personnel.

Subpart C—Conversion To Canal Area Career or Career-Conditional Appointments

- 253.71 Eligibility.
253.72 Procedure.
253.73 Tenure.
253.74 Acquisition of merit status.
253.75 Employees not recommended for conversion.

Subpart D—Conversion From Excluded and Temporary Appointments to Canal Area Career or Career-Conditional Appointments

- 253.76 Eligibility.
253.77 Procedure.

Subpart E—Performance Rating

- 253.181 Rating system.