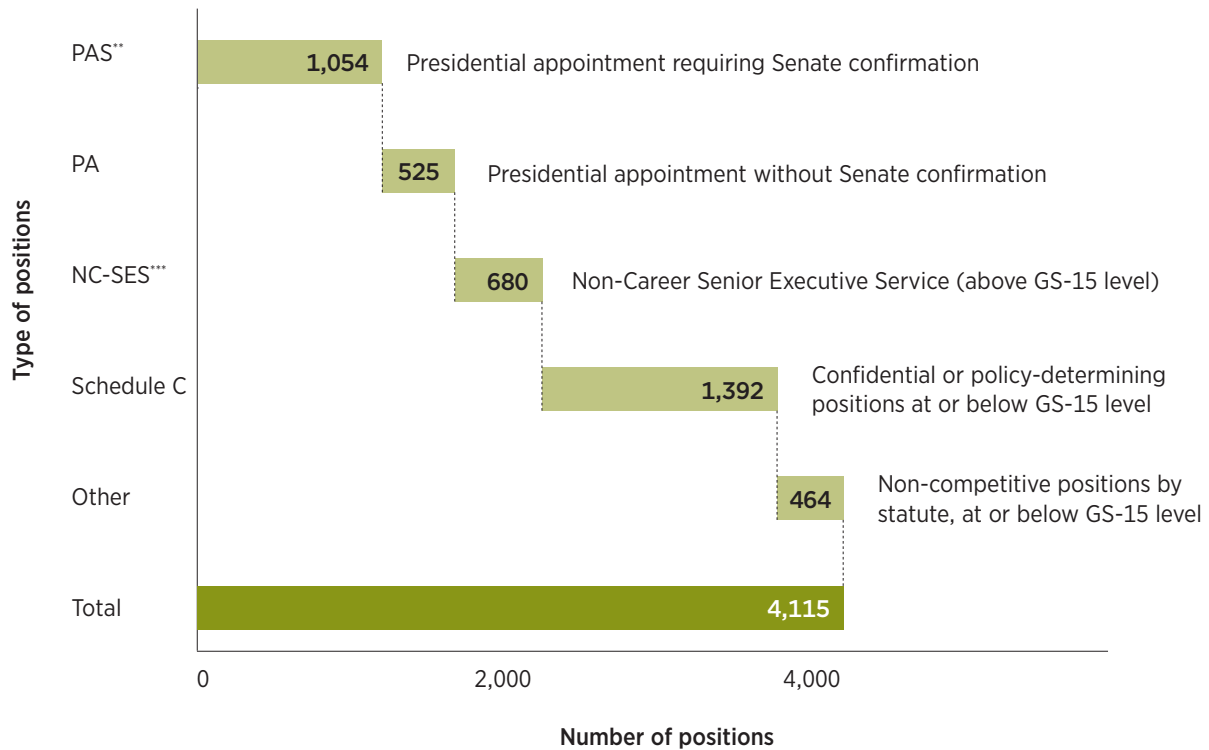


## Types of Non-Competitive Positions



\*Based on the 2012 Plum Book (officially titled Policy and Supporting Positions). The positions described in the most recent Plum Book reflect the personnel and organizational structure of the end of the first term of the Obama administration.

\*\*P.L. 112-166, the Presidential Appointment Efficiency and Streamlining Act, converted 163 positions from PAS to PA.

\*\*\*In addition to the non-career SES positions, the President may fill "general" SES positions, open to both career officials and appointees. Appointees cannot make up more than 10% of all SES positions. The President may also appoint limited term or emergency SES officials. The total number of appointed SES positions within a given agency must be less than 25% of that agency's SES positions.



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