

APPENDIX C

REMOVAL OF CAREER SES MEMBERS

Basis for Removal	Explanation
One Unsatisfactory evaluation	* Removal optional. If not removed from SES, employee must be reassigned to another SES position or transferred to another agency.
Two Unsatisfactory evaluations in 5 years	* Removal mandatory. Entitled to be placed in a GS/GM-15 position.
Two less than Fully Satisfactory evaluations in 3 years	* Removal mandatory. Entitled to be placed in a GS/GM-15 position.
During SES probation	Removal for poor performance or cause. Only employees removed based on poor performance are entitled to placement in a GS/GM position.
Reduction-In-Force	Reference: Chapter 12, SES Reduction-In-Force (RIF).
Cause	Career employees removed for cause are not entitled to placement in a GS/GM position nor to discontinued service retirement.
Failure to accept directed reassignment or accompany position in a transfer of function	Removal optional. Entitled to discontinued service retirement if otherwise eligible.

* Career employees must receive written notice of removal at least 30 days before the effective date of the action.