

**Marketing and Regulatory Programs
Grain Inspection, Packers and Stockyards Administration
Competitive Areas for Reduction-in-Force**

Order of Release from Competitive Level -- Competitive Service

Tenure Group I

Includes all career employees not serving a probation period. A new supervisor or manager serving a probationary period for that type of position is not considered on probation if the employee previously completed a probationary period.

Tenure Group II

Includes career-conditional employees. It also includes career employees serving a probationary period because they have received a new appointment from an OPM certificate of eligibles. A career employee who obtains a new appointment from an OPM certificate of eligibles has to serve a probationary period of 1 year.

Tenure Group III

Includes employees serving under term appointments, temporary appointments, status quo appointments, and other nonstatus, nonpermanent appointments.

Veterans' Preference

Except for a retired member of the Armed Forces, an employee who is eligible for veterans' preference for purpose of initial appointment to the Federal service is also eligible for veterans' preference under the RIF regulation. Each of the three tenure groups are divided into three subgroups based upon entitlement to veterans' preference for retention. The tenure subgroups are defined as:

- Subgroup AD: Employees entitled to veteran preference who have a compensable service-connected disability of 30 % or more.
- Subgroup A: Employees entitled to veterans' preference who are not eligible for subgroup AD.
- Subgroup B: Nonveterans and employees not entitled to veteran preference in subgroups AD and A.