

DEPARTMENT OF TRANSPORTATION  
OFFICE OF THE SECRETARY  
DEPARTMENTAL PERSONNEL MANUAL LETTER

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DPM Letter No. 531- 4

DATE: **AUG - 3 1995**

SUBJECT: Reassignment of "GM" Designated Employees

With the termination of the Performance Management and Recognition System (PMRS) on October 31, 1993, former PMRS employees retained their "GM" pay plan designation unless promoted, changed to a lower grade, transferred to another Federal agency, have a break in service of more than 3 days, or reassigned to a non-supervisory or non-management official position. With reorganizations occurring or contemplated within the Department of Transportation involving the movement of employees and functions between organizations, questions have arisen concerning the status of designated "GM" employees when moved within, outside, or into the Department.

Based on discussions with the Office of Personnel Management, and in accordance with 5 CFR., Part 531, the reassignment (the change of an employee from one position to another with no change in the rate of basic pay) of an "GM" employee within an operating administration or between operating administrations (e.g., from FAA to FHWA) to a position designated as supervisory or management official, as defined by 5 USC 7103(a)(10) and (11), does not terminate the employee's coverage under the PMRS Termination Act of 1993. The employee retains the "GM" designation at the same rate of basic pay.

"GM" employees who are transferred outside of the Department to another Federal agency, or reassigned within the Department to a non-supervisory or non-management official position, lose coverage under the PMRS Termination Act of 1993, and become "GS" with any necessary adjustment to the rate of basic pay (5 CFR 531.203(g)). Salary adjustments may also be necessary for former PMRS employees who transfer into the Department from other Federal agencies. By such a transfer, these employees lose coverage under the Act.

Therefore, in cases of reassignment, the only time "GM" employees should be changed to "GS," with necessary adjustments to their rate of basic pay, is when the new position is designated as non-supervisory or non-management official. If there are any questions, please contact Robert Stokes on 366-9443.



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Director of Personnel

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