

Differences in Senior Service Appointments

Pay Plan	Senior Executive Service (SES)	Senior Level (SL)	Scientific or Professional (ST)	Senior Scientific and Technological Service (SSTS)
Law	Established as part of the Civil Service Reform Act of 1978. Executive and managerial positions classified above the GS-15 level.	Established in 1990 to replace the GS-16, 17, and 18 of the General Schedule pay plan.	Unique category that is above the GS-15 level that involves high-level research and development in the physical, biological, medical or engineering sciences.	Established by Public Law 107-171, Section 7219, Farm Security and Rural Investment Act of 2002, May 13, 2002. Senior scientific position classified above the GS-15 level.
Qualifications	Entry into SES requires meeting OPM 's Executive Core Qualifications (ECQ). The five ECQ's are Leading People, Leading Change, Business Acumen, Building Coalitions, and Results Driven. The ECQ's define competencies that are needed to build a federal corporate culture that drives results, serves customers, and builds successful team coalitions within and outside of the organization. Federal government. The ECQ's assess executive experience and executive potential <u>not</u> technical expertise.	Particular qualification requirements, experts classified above GS-15, and do not meet criteria for SES or ST responsibilities. Examples include policy advisor or senior attorney. Time-in-grade requirements at the GS-15 level do not apply.	Particular qualification requirements; special qualifications, stature, and contributions of the individual will also have a direct and major impact on the level of difficulty and responsibility of the work, should have a graduate degree, significant research experience, and national/international reputation in their field. Time-in-grade requirements at the GS-15 level do not apply.	Have conducted outstanding research in agriculture or forestry, earned a doctoral degree at an institution of higher education, and met all qualifications prescribed by OPM for appointment to a position at the GS-15 level.

Differences in Senior Service Appointments

Pay Plan	Senior Executive Service (SES)	Senior Level (SL)	Scientific or Professional (ST)	Senior Scientific and Technological Service (SSTS)
Supervisory Duties	Involves executive and managerial duties.	May include supervisory and related managerial duties, but occupies less than 25% of time.	May include supervisory and related managerial duties, but occupies less than 25% of time. Does not involve executive or managerial responsibilities.	May include supervisory and related managerial duties, but occupies less than 25% of time. Some of the SSTS positions may require/ involve executive or managerial responsibilities.
Pay	Pay-for-performance system whereby pay increases are linked to performance ratings. Pay range is Level III of the Executive Schedule without a certified appraisal system or Level II of the Executive Schedule with a certified appraisal system and may apply higher aggregate compensation limit.	Pay-for-performance system whereby pay increases are linked to performance ratings. Pay range is Level III of the Executive Schedule without a certified appraisal system or Level II of the Executive Schedule with a certified appraisal system and may apply higher aggregate compensation limit.	Pay-for-performance system whereby pay increases are linked to performance ratings. Pay range is Level III of the Executive Schedule without a certified appraisal system or Level II of the Executive Schedule with a certified appraisal system and may apply higher aggregate compensation limit.	Ungraded system with a single, flexible pay range. Pay range is the minimum rate of GS-15 level and not more than Level 1 of the Executive Schedule. Pay increases may be linked to performance ratings.
Awards	Performance awards are granted based on performance ratings. Limits are set by the Department. Eligible for incentive awards per Department's Employee Recognition Program. Eligible for Presidential Rank Award that recognizes sustained and extraordinary accomplishments.	Performance awards are granted based on performance ratings. Limits are set by the Department. Eligible for incentive awards per Department's Employee Recognition Program. Eligible for Presidential Rank Award that recognizes sustained and extraordinary accomplishments.	Performance awards are granted based on performance ratings. Limits are set by the Department. Eligible for incentive awards per Department's Employee Recognition Program. Eligible for Presidential Rank Award that recognizes sustained and extraordinary accomplishments.	Performance awards may be granted based on performance ratings. Limits are set by the Department.

Differences in Senior Service Appointments

Pay Plan	Senior Executive Service (SES)	Senior Level (SL)	Scientific or Professional (ST)	Senior Scientific and Technological Service (SSTS)
Benefits	Eligible for retirement, health and life insurance benefits generally available to Federal employees.	Eligible for retirement, health and life insurance benefits generally available to Federal employees.	Eligible for retirement, health and life insurance benefits generally available to Federal employees.	Eligible for retirement, health and life insurance benefits generally available to Federal employees.
Leave	Entitled to accrue sick leave similar to all Federal employees. Entitled to accrue annual leave at the rate of 8 hours biweekly with a leave ceiling of 720 hours.	Entitled to accrue sick leave similar to all Federal employees. Entitled to accrue annual leave at the rate of 8 hours biweekly with a leave ceiling of 720 hours.	Entitled to accrue sick leave similar to all Federal employees. Entitled to accrue annual leave at the rate of 8 hours biweekly with a leave ceiling of 720 hours.	Entitled to accrue sick leave similar to all Federal employees. Entitled to accrue annual leave biweekly with a leave ceiling of 240 hours.
3 R's	Eligible if they meet the specific criteria for receiving them.	Eligible if they meet the specific criteria for receiving them.	Eligible if they meet the specific criteria for receiving them.	Eligible if they meet the specific criteria for receiving them.