

**FEATURES OF TITLE 42
DISTINGUISHED CONSULTANTS APPOINTMENTS
2003**

FEATURE	DESCRIPTION	COMMENTS
Eligibility	Doctoral-level degree or equivalent; national or international authority in field as determined by Credentials Committee	Conditions of transfer for COs vary depending upon years of active service, eligibility for retirement, and contract (obligated service) status. See separate chart attached.
Citizenship	U.S. citizen	
Base Pay Range	GS-15 step 1 to EX-I (\$94,378 to \$171,900)	
Other Pay	Eligible	CO non-taxable allowances and special pay terminate upon separation or retirement.
Annual Comparability Pay Increases	Amount equivalent to Senior Executive Service employees is given in January of each year	
Step Increases	Not applicable -- ungraded, unranked system	

FEATURE	DESCRIPTION	COMMENTS
Promotions	Not applicable -- ungraded, unranked system	
Performance Bonuses	Not applicable	
Pay Increases	Eligible after 52 weeks of service and may be authorized by the Executive Resources Board based on accomplishments	
Awards, Incentive or Honorary	Eligible on the same basis as other federal civil service employees	
Annual Leave	Civil Service leave provisions apply Accrual Rates: 1- 3 years of service 13 days yearly 3-15 years of service 20 days yearly >15 years of service 26 days yearly Maximum carryover: 240 hours	Former officers will accrue annual leave at the minimum rate.

FEATURE	DESCRIPTION	COMMENTS
Sick Leave	Civil Service leave provisions apply Accrued at the rate of 13 days per year (4 hours per biweekly pay period)	Former COs will begin with a zero sick leave balance and will accrue leave at the specified rate.
Credit Hours	Eligible to earn and use credit hours. A maximum of 24 hours may be accrued.	
Health Benefits	Eligible for Federal Employees Health Benefits (FEHB) program	Separated COs may elect coverage under FEHB which offers a variety of plans. Retired COs will retain eligibility under existing provisions of CO self & dependent coverage but may also elect coverage under FEHB

FEATURE	DESCRIPTION	COMMENTS
Life Insurance	Covered under Federal Employees Group Life Insurance (FEGLI) program	Separated or retired COs have 120 days of free continued coverage under Servicemen's Group Life Insurance (SGLI); retired COs may convert to Veterans Group Life Insurance (VGLI) during that period. Upon SBRS appointment, former COs may elect coverage under FEGLI (basic & several additional options), with premiums deducted from pay.
Retirement Coverage	Covered under Federal Employees Retirement System (FERS)	Separated or retired COs will be covered under FERS, except COs with 5 or more years prior civilian service not credited toward CO retirement, some or all of which was under CSRS, will be covered by CSRS-Offset and will have 6 months to elect FERS.

FEATURE	DESCRIPTION	COMMENTS
Removal	May be separated without cause at any time	
Appeal rights	Excepted service appointment may be terminated without outside appeal	

COMMISSIONED OFFICERS AND THE EXCEPTED SERVICE

CONDITIONS OF TRANSFER

YEARS ACTIVE SERVICE	CONTRACT (OBLIGATED SERVICE)	MAY RETIRE	REQUIREMENTS
Over 30 (or over age 64)	Yes	No	An officer who breaks a special pay contracts is terminated and forfeits retirement annuity.
	No	Yes	May retire without PHS Retirement Board review; no divestment of unused annual leave, travel or transportation entitlements, provided basic separation requirements are met.
20-30	Yes	No	An officer who breaks a special pay contracts is terminated and forfeits retirement annuity.
	No	Yes	Retirement with approval of Voluntary Retirement Board; no divestment of unused annual leave, travel or transportation entitlements, provided basic separation requirements are met.
Less than 20	Yes	Not Eligible	May resign; payback pro-rata amount equal to unserved portion of obligation; divestment of unused annual leave (i.e., no transfer or payment), travel or transportation. Commission is terminated.
	No	Not Eligible	May resign; no divestment of unused annual leave, travel or transportation entitlements, provided basic separation requirements are met.