



United States Department of the Interior
U. S. GEOLOGICAL SURVEY

**STATEMENT OF UNDERSTANDING CONCERNING CONDITIONS ON
TEMPORARY LIMITED APPOINTMENT IN THE COMPETITIVE SERVICE**

This statement of understanding provides important facts regarding your status during your temporary appointment.

1. Your appointment to this position is temporary not to exceed _____. The appointment is temporary because the need is for non-continuing project work, funding availability is uncertain, or the work to be performed is projected to continue only for the specified period. While this appointment may be extended in increments of up to 1-year each, for a total of up to 2-years of service, it may also be terminated at any time without use of adverse action procedures, reduction-in-force procedures, or severance pay.
2. Temporary appointees expected to work at least 130 hours per month for at least 90 days will be eligible to enroll in a Federal Employee Health Benefits (FEHB) plan. Individuals eligible under this rule receive the full government contribution to their premiums regardless of work schedule and will also be eligible to participate in the Flexible Spending Accounts and Federal Long Term Care Insurance Program. Temporary appointees are not covered by the Federal Employee Retirement System and are ineligible for Federal life, dental, or vision insurance.
3. This appointment does not confer permanent status in the Federal service. Unless other factors render you eligible, you may not be considered for permanent positions advertised for status candidates through the USGS promotion system.
4. The nature of this appointment will not permit you to be promoted, changed to a lower grade, be reassigned to a different line of work or to another geographic location, be converted to a permanent appointment, or transfer to another Federal agency without selection through competitive procedures. Wage-grade employees are entitled to receive within-grade increases (WGI's) when due, if the level of competence is acceptable. General Schedule employees cannot receive WGI's while serving on a temporary limited appointment; however, the service is creditable for WGI purposes if the employee is later converted to a permanent position at the same or lower grade level without a break in service.
5. If your work schedule is full-time or part-time, you will earn annual and sick leave and receive holiday pay for regularly scheduled work days, provided your appointment is not limited to 90 days or less. However, if your work schedule is intermittent, you are not eligible to earn annual leave, sick leave, or be paid for holidays.

6. If you are a retiree, you are subject to the rules applicable to reemployed annuitants receiving an annuity.
7. You may be separated from employment upon expiration of your temporary limited appointment, or before, if it is determined your services are no longer required. Every effort will be made to give you at least one week's notice; however, this does not preclude separating you without such notice, especially on the not-to-exceed date shown on your Notification of Personnel Action, SF-50-B, which documents your appointment with the U.S.G.S.

I certify that I have read and understand the above conditions of temporary appointment.

Name (please print)

Signature

Date