

EXCEPTED FOREIGN SERVICE**CIVIL SERVICE (GS)**

Excepted personnel system (based on Navy) for global service	General Schedule (GS) personnel system for domestic USG employees
Presidentially commissioned officer cadre selected for general executive potential	No Commission, selected for subject matter technical expertise
Rank in person	Rank in position
Selection through exam and assessment based on longer-term career potential	Hired to position openings based on subject matter expertise typically via USAjobs
Recruits to be representative of all 50 states and the American People, and now is.	No mandate to be representative of the nation beyond EEO.
Tenure board requires foreign language plus performance	An employee must serve 3 years of substantially continuous creditable service to achieve career status (tenure) 5 CFR 315.201
America's diplomatic service under Vienna Convention; international legal responsibilities as well as rights and privileges	America's domestic USG employee service
Worldwide availability (including family) based on needs of our diplomatic Service and rotational	No rotational requirement; mobility at employee's initiative
Annual promotion boards by panel of peers with assessment of potential to perform at next rank; 2% low ranked with consequence	Pro-forma review for satisfactory performance
Up or out career mobility (like military)	Mobility at initiative of employee
Time in class/rank (TIC) selection out	indefinite tenure
Represented by AFSA	Represented by AFGE
Mandatory retirement at age 65	Most do not have a mandatory retirement age