



# Civilian Personnel Merit Promotion and Inservice Placement Plan

**2010 Federal Employees Week**



# What is a Merit Promotion and Inservice Placement Plan?



This plan establishes policy, assigns responsibilities, and prescribes procedures for promotions and other competitive/noncompetitive placement actions.



# Merit Promotion and Inservice Placement Plan



## ■ OLD

USAIC Regulation  
No. 690-335, dtd  
16 November 1992

## ■ NEW

MCOE Regulation  
No. 690-335



# Major Changes “General Requirements”

## USAIC REGULATION

No. 690-335

### Area of Consideration:

Minimum Area – Perm/Temp serviced by DCP; DA employees; CIPMS; Military Spouses

Announcements - 8 workdays

## MCOE REGULATION

No. 690-335

### Area of Consideration:

Minimum Area – Army employees on career/career conditional appointment

Announcements -5 workdays



# Major Changes “Candidate Evaluation and Referral Procedures”



## USAIC REGULATION

No. 690-335

## MCOE REGULATION

No. 690-335

Applicants must meet all eligibility requirements and OPM qualifications within 30 calendar days after the closing date of the announcement.

Ranked and Screened List

Ranked and Unscreened List

Referral list is valid if it includes at least 3 candidates.



# Major Changes “Selection”



## USAIC REGULATION

No. 690-335

## MCOE REGULATION

No. 690-335

### Interviews:

No written performance or  
job related tests;

No questions of a personal or  
private nature

### Selection:

Primary and Alternate



# Major Changes “Missed Consideration”

## USAIC REGULATION

No. 690-335

## MCOE REGULATION

No. 690-335

Must be due to Admin error;

Considered for next like vacancy;  
(like vacancy is typically one  
with the same position title,  
series, and grade, and at the same  
geographic location as the  
vacancy for which consideration  
was missed)

Does not mandate selection;