



## Unanswered Questions about the GS 5-12 Career Ladder Progression

(October 4, 2018) NWSEO cannot yet agree to the implementation of the GS 5-12 career ladder progression until the following questions are satisfactorily answered:

1. How will the mobility for interns be preserved? Will interns be stuck at the initial forecast office at which they are hired until they are promoted to a GS-13 Lead Forecaster? What will happen to the May 2003 agreement that requires management to give interns advance notice of general forecaster vacancies and limits advertising those vacancies internally if three or more interns are interested in applying? What will happen to the June 2016 agreement that established lateral transfers?
2. Management has said that the competencies which interns must meet to be promoted will not be finalized until 2020. Will those competencies be realistic and attainable by the typical intern? Will they be expanded beyond the 1340 series? What happens if you are satisfactory on your GWAPAS but fail your competencies?
3. Management's proposal says it will eliminate the public service unit and integrate all of the interns into the "one office" concept. What will happen to the OPLs and HMTs? Where do they fit into this plan? Will they be RIFed?
4. Why is the opportunity for career ladder progression limited to interns hired into WFOs? What about National Centers and other offices that have interns (i.e. WPC, NHC, Pago Pago)?
5. What happens at WFO Honolulu where the journeyman forecaster level is a GS-13 and there is no full performance GS-12 meteorologist position currently? Will this be an effective downgrading of the GS-13 general forecaster position? How will current GS-13 forecasters in that office be affected? Will the GS-14 lead forecasters be downgraded when everyone they lead is a GS-12?

NWSEO is eager and willing to meet with management, any time, any place to obtain answers to these questions and construct a better 5 to 12 progression. NWSEO will continue to reach out to NWS Management with regards to this very important issue and is hopeful Management is willing to meet with the NWSEO Leadership as well.

-NWSEO-

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National Weather Service employees.**

**No one works harder for National Weather Service employees than  
National Weather Service employees.**

**We are NWSEO.**