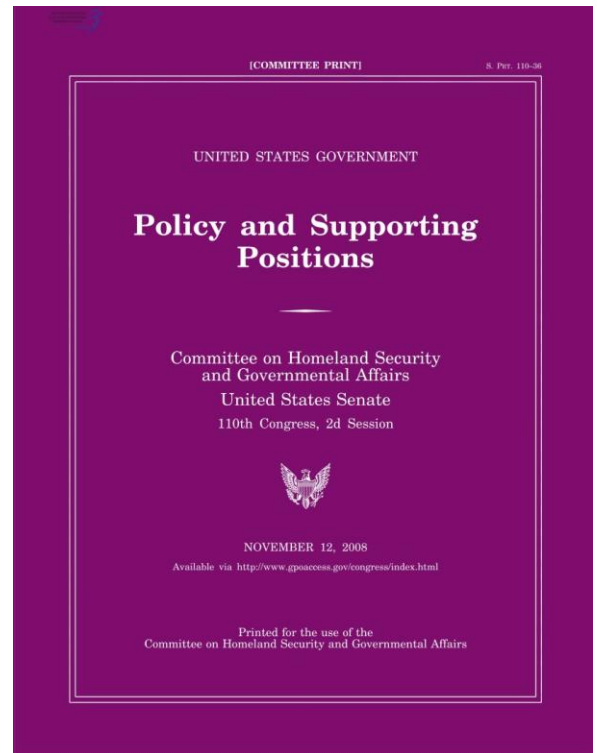


Plum Books *hide* SES employees in a blizzard of bad math and contradictory, nonsensical categories

Then, besides *hiding* their identities from *We The People*, they say their SES benefits and privileges are not accountable to the President of the United States.¹ See footnote below on “independent regulatory commission.”²

By Anonymous Patriots



By law, the appointment to or removal from any SES position in an independent regulatory commission shall not be subject, directly or indirectly, to review or approval by an officer or entity within the Executive Office of the President.

Apr. 04, 2018—Kudos to the American Intelligence Media reader who noticed that the tables in the [Plum Books](#) use a confusing array of notations for “Type of Appointment.”

¹ [S. Prt. 114-26. \(Dec. 01, 2016\)](#). Plum Book, Policy and Supporting Positions. Committee on Homeland Security and Governmental Affairs. U.S. Senate, 114th Congress, 2d Session, PDF p. 228. GPO.

² Shockingly, the phrase “independent regulatory commission” is *undefined* in the Plum Books. **Generally, when lawyers loosely define a term, it is intentional so that in the future it can mean whatever their buddies want it to mean. This phrase is only used here**— in their claim that these positions are not accountable to the President. “Independent” is undefined. The related concept of “impartiality” is used in this same section to imply that SES positions “ensure impartiality.”

SES positions are designated Career Reserved when the need to ensure impartiality, or the public's confidence in the impartiality of the Government, requires that they be filled only by career employees (e.g., law enforcement and audit positions).

Therefore, this could apply to all SES positions, if they want it to mean that (which they obviously do—it appears that they punish SES alums that become whistleblowers, like Dinesh D’Souza, SES 1988). See [H. Prt. 100-NN. \(Nov. 09, 1988\)](#). Dinesh D’Souza, Plum Book, Policy and Supporting Positions. Committee on Post Office and Civil Service House of Representatives, 100th Congress, 2d Session. Y 4.G 74/7 :P 75/6/988. GPO.

“Regulatory” can mean anything since government agencies are all regulatory in function. “Commission” is not defined either, and if broadly defined, encompasses the activities of all agencies in their overall missions.

This person noticed that in the 1984 Plum Book [J.B. Sessions III](#) (Jefferson “Jeff” Beauregard Sessions III, PDF p. 134) had a “PAS” designation, while others in the chart, their superiors, had “SES” designations.

Alabama:		Frank W. Donaldson	PAS	\$66,400
Birmingham	do	J.B. Sessions III	PAS	\$66,400
Mobile	do	John C. Bell	PAS	\$66,400
Montgomery	do	Michael R. Spaan	PAS	
Alaska: Anchorage	do			

On the surface, it would appear that the PAS “Type of Appointment” is different than SES. In fact, just above Sessions’ name is the following list of DOJ directors who ran the U.S. Attorneys’ office—all designated SES.

122 DEPARTMENTS					
DEPARTMENT OF JUSTICE—Continued					
Location	Position	Incumbent	Type of appointment	Level, grade, or salary	Totals
Washington, DC	EXECUTIVE OFFICE FOR UNITED STATES ATTORNEYS				
	Director	Career Incumbent	SES		CA
	Deputy Director	do	SES		CA
	Special Assistant to the Director	Bretton G. Scibroni	SES		NA
	Director, Office of Legal Education	Career Incumbent	SES		CA
OFFICE OF THE UNITED STATES ATTORNEYS					

To make the disclosure even more convoluted, the summary in Appendix No. 2 about SES positions states:³

Number and types of SES positions

Currently there are approximately 8,000 SES positions allocated

However, investigators actually counted the records in the 1984 Plum Book (see Table below). It discloses approximately 9,872 positions in its 137 pages. If we use that number *instead* of the 8,000 number, that would mean that only 1,872 of those positions are *not* SES positions.

Still more discombobulated is the fact that there are, in fact, approximately 1,264 “PAS” positions and 3,728 “SES” positions in the 1984 Plum Book. So which is it? 8,000 SES positions or 3,728 SES? **The Book says both!**

³ [S. Prt. 98-286. \(Nov. 22, 1984\)](#). Plum Book, Policy and Supporting Positions. Committee on Governmental Affairs. U.S. Senate, 98th Congress, 2d Session. Y 4.G 74/7:P 75/6/984, PDF p. 84. GPO.

A reader can only conclude that most of the other designations, like PAS, PA, PL, NEA, A, B, C, GS, GG, GM, NE, p.d., p.h., W.c.,(I) and WG are surreptitiously SES.

This conclusion is reinforced by looking at what changes were made in the Types of Appointments between the 1988 and 1992 Plum Books.

In 1992, the SES "Type of Appointment" was removed completely. SES became a "Pay Plan" accompanied by a hopelessly vague explanation:

Original Text:

"Note that several categories of positions can be filled by more than one type of appointment e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency or limited term appointment authorities."

Commentary with Text:

"Note that **several** [*open-ended*] categories of positions can be filled by **more than one** type of appointment [*open-ended*], e.g., SES positions listed in this publication **may** be filled [*open-ended*] by using career, noncareer, limited emergency or limited term appointment authorities."

This one paragraph permits the SES positions to be hidden. Following this change, only some of the names were designated as an SES (or ES) pay grade, while the total number of disclosures, in aggregate, matched the total number of SES positions disclosed. The entire disclosure is nonsensical bureaucratic jibberish . See Table below.

In other words, *any type* of Plum Book appointment can be SES, the SES pay plan can be added to *any type* of appointment, the totals disclosed *roughly match* the total number of SES appointments summarized in Appendix No. 2 in the back of each Plum Book.

Plum Book Analysis:

Year	Pages total	Pages with position tables	SES positions allocated	Positions per page	Positions disclosed	Non-SES reported
1980	178	137	8,590	39.33	5,388	(3,202)
1984	280	251	8,000	39.33	9,872	1,872
1988	248	218	8,000	39.33	8,574	574
1992	216	205	8,800	39.33	8,063	(737)
1996	495	450	7,876	24	10,800	2,924
2000	349	330	7,815	28.5	9,405	1,590
2004	234	212	7,815	39.33	8,338	523
2008	217	195	8,328	39.33	7,669	(659)
2012	220	194	8,328	39.33	7,630	(698)
2016	236	211	9,936	39.33	8,299	(1,637)
Cumulative Total:			83,488		84,038	550

Conclusion:

This analysis shows that the positions disclosed in the 10 Plum Books from 1980-2016 are essentially all SES.

If this is not the correct interpretation, then it is the government's responsibility to *explain the SES in clear terms*, rather than forcing citizens to consume almost 100 hours of creative time just to try and figure out what the government SES reports are saying, and not saying.

Appendix:

Summary of the Legends from the Plum Books

1980

LEGEND

Type of appointment:

PAS	Presidential appointment, by and with the advice and consent of the Senate.
PA	Presidential appointment.
PL	Positions excepted from civil service rules and regulations by statutes.
NEA	Positions at GS-16, 17, and 18 authorized to be filled by noncareer executive assignment under Executive Order 11315 of November 17, 1966.
A	Positions excepted from civil service rules and regulations, not of a confidential or policy determining character for which it is not practical to hold any kind of examination.
B	Positions excepted from civil service rules and regulations, not of a confidential or policy determining character, for which it is not practical to hold a competitive examination.
C	Positions of a confidential or policy determining character which are excepted from the competitive service to which appointments may be made without examination by the Office of Personnel Management.

Grade:

GS	General Schedule of the Classification Act of 1946.
GG	Administrative grades similar to GS grades.
WG (WB), (WS)	Blue-collar positions where the pay is established at the local prevailing rate in the community.
FO, FR, FI, ¹	Foreign Service Officer Schedule.

1984**Type of appointment:**

PAS	Presidential appointment, by and with the advice and consent of the Senate.
PA	Presidential appointment.
PL	Position excepted from the competitive civil service by statute.
SES	Position in the Senior Executive Service.
NEA	Position at GS-16, 17, or 18 which the Office of Personnel Management has authorized to be filled by Noncareer Executive Assignment.
A	Position excepted from the competitive civil service by the Office of Personnel Management which is not of a confidential or policy determining character and for which it is not practicable to hold an examination.
B	Position excepted from the competitive civil service by the Office of Personnel Management which is not of a confidential or policy determining character and for which it is not practicable to hold a competitive examination.
C	Position of a confidential or policy determining character which is excepted from the competitive civil service by the Office of Personnel Management and to which appointments may be made without examination by that Office.

Level, Grade, or Salary:

Level	Executive Level.
GS	General Schedule.
GG	Administrative grade similar to GS.
GM	Merit Pay.
NE	Grade not established.
p.d.	Per diem—daily rate of pay.
p.h.	Per hour—hourly rate of pay.
W.c.	Without compensation.
(I)	Intermittent, when actually employed.
WG	Blue collar position for which pay is established at the local prevailing rate in the community.

1988

Type of appointment:

PAS	Presidential appointment, by and with the advice and consent of the Senate.
PA	Presidential appointment.
PL	Position excepted from the competitive civil service by statute.
SES	Position in the Senior Executive Service.
NEA	Position at GS-16, 17, or 18 which the Office of Personnel Management has authorized to be filled by Noncareer Executive Assignment.
C	Position of a confidential or policy determining character which is excepted from the competitive civil service by the Office of Personnel Management and to which appointments may be made without examination by that Office.

Level, Grade, or Salary:

Level	Executive Level.
GS	General Schedule.
GG	Administrative grade similar to GS.
GM	Merit Pay.
NE	Grade not established.
p.d.	Per diem—daily rate of pay.
p.h.	Per hour—hourly rate of pay.
W.c.	Without compensation.
(I)	Intermittent, when actually employed.
WG	Blue collar position for which pay is established at the local prevailing rate in the community.

1992

Type of Appointment (Column 5)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
EA	=	Limited Emergency Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 4)

Listed are letter codes that denote the Federal salary schedule or pay system under which position incumbents are paid. Tables showing the salary ranges for each pay system are contained in Appendix 4.

EX	=	Executive Schedule
ES	=	Senior Executive Service
SL	=	Senior Level
GM	=	Performance Management and Recognition System (Merit Pay)
GS	=	General Schedule
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
OT	=	Other Pay Plan (all those not listed separately)
PD	=	Daily Pay Rate* (per diem)
WC	=	Without Compensation*

1996

Type of Appointment (Column 5)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant. Note also that some part-time Presidential Appointments are not included in this listing such as those serving on temporary commissions or those boards and commissions which are governed by the Federal Advisory Committee Act.

PAS = Presidential Appointment with Senate Confirmation

PA = Presidential Appointment (without Senate confirmation)

CA = Career Appointment

NA = Noncareer Appointment

EA = Limited Emergency Appointment

TA = Limited Term Appointment

SC = Schedule C Excepted Appointment

XS = Appointment Excepted by Statute

Pay Plan (Column 4)

Listed are letter codes that denote the Federal salary schedule or pay system under which position incumbents are paid. Tables showing the salary ranges for each pay system are contained in Appendix 4.

EX = Executive Schedule

ES = Senior Executive Service

SL = Senior Level

AD= Administratively Determined

GS = General Schedule

FE = Senior Foreign Service

FP = Foreign Service Specialist

OT = Other Pay Plan (all those not listed separately)

PD = Daily Pay Rate* (per diem)

WC = Without Compensation*

2000

Type of Appointment (Column 5)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment (e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities). Therefore, no "Type of Appointment" is shown for such positions when they are vacant. Note also that some part-time Presidential Appointments are not included in this listing such as those serving on temporary commissions or those boards and commissions which are governed by the Federal Advisory Committee Act.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
EA	=	Limited Emergency Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 4)

Listed are letter codes that denote the Federal salary schedule or pay system under which position incumbents are paid. Tables showing the salary ranges for each pay system are contained in Appendix 4.

EX	=	Executive Schedule
ES	=	Senior Executive Service
SL	=	Senior Level
AD	=	Administratively Determined
GS	=	General Schedule
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
VH	=	Farm Credit Administration Pay Plan
TM	=	Federal Housing Finance Board Merit Pay
CG	=	Corporate Graded at Federal Deposit Insurance Corporation
OT	=	Other Pay Plan (all those not listed separately)
PD	=	Daily Pay Rate* (per diem)
WC	=	Without Compensation*

2004

Type of Appointment (Column 4)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
EA	=	Limited Emergency Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 5)

Listed are letter codes that denote the Federal salary schedule or pay system under which position incumbents are paid. Tables showing the salary ranges for each pay system are contained in Appendix 4.

EX	=	Executive Schedule
ES	=	Senior Executive Service
SL	=	Senior Level
GM	=	Performance Management and Recognition System (Merit Pay)
GS	=	General Schedule
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
OT	=	Other Pay Plan (all those not listed separately)
PD	=	Daily Pay Rate* (per diem)
WC	=	Without Compensation*

2008

Type of Appointment (Column 4)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate Confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 5)

Listed are letter codes that denote the Federal salary schedule or pay system under which the position incumbents are going to be paid. Tables showing the salary ranges for major pay systems are contained in Appendix 4.

AD	=	Administratively Determined Rates
ES	=	Senior Executive Service
EX	=	Executive Schedule
FA	=	Foreign Service Chiefs of Mission
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
GS	=	General Schedule
PD	=	Daily Pay Rate* (per diem)
SL	=	Senior Level
TM	=	Federal Housing Finance Board Merit Pay
VH	=	Farm Credit Administration Pay Plan
WC	=	Without Compensation*
OT	=	Other Pay Plan* (all those not listed separately)

2012

Type of Appointment (Column 4)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate Confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
EA	=	Limited Emergency Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 5)

Listed are letter codes that denote the Federal salary schedule or pay system under which the position incumbents are going to be paid. Tables showing the salary ranges for major pay systems are contained in Appendix 4.

AD	=	Administratively Determined Rates
ES	=	Senior Executive Service
EX	=	Executive Schedule
FA	=	Foreign Service Chiefs of Mission
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
GS	=	General Schedule
PD	=	Daily Pay Rate* (per diem)
SL	=	Senior Level
TM	=	Federal Housing Finance Board Merit Pay
VH	=	Farm Credit Administration Pay Plan
WC	=	Without Compensation*
OT	=	Other Pay Plan* (all those not listed separately)

2016

Type of Appointment (Column 4)

Listed are letter codes that denote the type of appointment under which the position incumbent is serving. Note that several categories of positions can be filled by more than one type of appointment, e.g., SES positions listed in this publication may be filled by using career, noncareer, limited emergency, or limited term appointment authorities. Therefore, no "Type of Appointment" is shown for such positions when they are vacant.

PAS	=	Presidential Appointment with Senate Confirmation
PA	=	Presidential Appointment (without Senate Confirmation)
CA	=	Career Appointment
NA	=	Noncareer Appointment
EA	=	Limited Emergency Appointment
TA	=	Limited Term Appointment
SC	=	Schedule C Excepted Appointment
XS	=	Appointment Excepted by Statute

Pay Plan (Column 5)

Listed are letter codes that denote the Federal salary schedule or pay system under which the position incumbents are going to be paid. Tables showing the salary range for major pay systems are contained in Appendix 4.

AD	=	Administratively Determined Rates
ES	=	Senior Executive Service
EX	=	Executive Schedule
FA	=	Foreign Service Chiefs of Mission
FE	=	Senior Foreign Service
FP	=	Foreign Service Specialist
GS	=	General Schedule
PD	=	Daily Pay Rate* (per diem)
SL	=	Senior Level
TM	=	Federal Housing Finance Board Merit Pay
VH	=	Farm Credit Administration Pay Plan
WC	=	Without Compensation*
OT	=	Other Pay Plan* (all those not listed separately)

Download Plum Books (1980-2016) and Related Research

Senior Executive Service (SES) "Plum Book" Policy and Supporting Positions published by various House and Senate Committees Updated Mar. 30,2018							
President	Reporting Year	SES Plum Book Be Patient on downloads, these are large files	Positions	Depts. & Agencies	Inspectors General (Deep State shadow gov't buffers)	Agency/Dept. Summary Spreadsheet	
Search Note: The versions of these documents at the Federal Register and GoogleDocs/GoogleDrive contain search blocks that prevent all the names in these documents from appearing on searches and being indexed by web search crawlers. We are unpacking these files and removing those booby traps. So, just because a name does not appear the first time you search, do not assume it is not there. It may have been intentionally rendered unsearchable. We are receiving many reports from whistleblowers that these official SES lists are not comprehensive and are only the "tip of the iceberg" of total SES federal employees. Reading between the lines of their disclosure rules, SES has dozens of ways of making people's names and salaries secret, and as they say in every document, they cannot be hired or fired by the President (that statement is usually the last paragraph of APPENDIX NO. 2).							
Jimmy Carter	1980	PDF		8,600		18	
Ronald Reagan	1984	PDF		8,000		20	
	1988	PDF		8,000		14	
George H.W. Bush	1992	PDF		8,600		12	
Bill Clinton	1996	PDF		7,303	104	30	XLSX
	2000	PDF	DOCX	7,323	115	?	XLSX
George W. Bush	2004	PDF	DOCX	9,357	119	?	XLSX
	2008	PDF	DOCX	8,221	115	?	XLSX
Barack Obama	2012	PDF	DOCX	11,392	164	25	XLSX
		PDF	DOCX	9,033	166	25	XLSX
	2016	Standing SES (DOJ) Performance Review Boards*					
		Fed. Reg. PDF	Declassified PDF	500	Office of Attorney General	DOJ SeS 500 - DOJ Paymasters HTML	Declassified XLSX
Various	1979-	SITE		NSA, CIA, DTIC, DOD			
Various	Various	ZIP		SERCO British/Int'l arm of SES (has controlled the U.S. Patent Office since 2006)			

<https://americans4innovation.blogspot.com/2018/03/obama-hired-them-trump-cannot-fire-them.html#ses-plum-books-1996-2016>

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