

# Civil Service FAQ Practice Test Questions and Answers

## 1. What is 'merit promotion' in federal service?

- A) An automatic promotion granted based on years of service
- B) A competitive promotion process requiring agencies to evaluate candidates based on job-related criteria
- C) A presidential award recognizing outstanding federal employees
- D) A salary increase tied to the national GS pay schedule adjustment

## 2. What is 'premium pay' in the federal pay system?

- A) The higher pay received by SES members compared to GS employees at the same duty station
- B) Additional compensation for work performed under special circumstances such as overtime, nights, Sundays, or holidays
- C) A bonus paid to employees who exceed their performance standards during annual reviews
- D) The pay differential for employees assigned to overseas positions

## 3. What is a 'career ladder' position in federal service?

- A) Any position in the GS-12 through GS-15 range
- B) A position designed with planned progression through successively higher grades without additional competition
- C) A position that automatically converts to SES status after five years
- D) A temporary appointment that converts to permanent status after one year

## 4. In public administration, 'span of control' refers to:

- A) The geographic territory an agency oversees
- B) The number of subordinates a manager directly supervises
- C) The range of budget authority granted to an agency head
- D) The number of laws an agency enforces

**Answers: 1-B 2-B 3-B 4-B**

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