

REPORT TO THE CONGRESS

THE EMPLOYMENT OF VETERANS IN THE FEDERAL GOVERNMENT FISCAL YEAR 2007

Working for America



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
NOVEMBER 2008



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Message from the Acting Director of the United States Office of Personnel Management

The United States Office of Personnel Management (OPM) administers the Disabled Veterans Affirmative Action Program within the Federal Government. We continue to work with agencies to ensure, to the greatest extent possible, the availability of employment opportunities for veterans seeking Federal jobs.

We are pleased to present this Report to Congress on the Employment of Veterans in the Federal Government Fiscal Year (FY) 2007. As presented through the narrative, tables, and figures, the FY 2007 report indicates the Federal Government continues to be an employer of choice with veterans. The report further shows the overall number of veterans, and disabled veterans, employed in the Federal Government has increased since last fiscal year's report.

The Federal Government employed 462,744 veterans during FY 2007. This group included 103,180 veterans who were identified as having service-connected disabilities and, of these men and women, approximately 54.3 percent, or 56,077, were 30 percent or more disabled.

We are steadfastly committed to upholding the merit system principles and veterans' preference requirements. Here at OPM, we work to ensure veterans interested in Federal employment opportunities receive the assistance they need in their search for gainful employment. This FY 2007 report serves as a tool to share with Congress and the American public the results of the efforts of Federal agencies to promote the employment, advancement, and retention of veterans throughout the Federal Government.



Michael W. Hager
Acting Director

“The United States has an obligation to assist veterans of the Armed Forces in readjusting to civilian life. The Federal Government is also continuously concerned with building an effective work force, and veterans constitute a uniquely qualified recruiting source. It is, therefore, the policy of the United States and the purpose of this section to promote the maximum of employment and job advancement opportunities within the Federal Government for qualified covered veterans who are qualified for such employment and advancement.”

[Section 4214(a)(1) of title 38, United States Code]

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Executive Summary

This report presents information regarding veterans' employment, hiring, and promotion in the Federal workforce from October 1, 2006, through September 30, 2007. Highlights of this Fiscal Year (FY) 2007 report are:

Total On-Board Employment

- Total on-board employment in the Federal Government increased from 1,803,055 in FY 2006 to 1,811,459 in FY 2007.
- Veterans, as a percentage of all employees, increased from 25.4 percent in FY 2006 to 25.5 percent in FY 2007.
- Veterans, as a subset of the total on-board employment, increased from 457,965 in FY 2006 to 462,744 in FY 2007.
- Disabled veterans, as a percentage of the total on-board employment, increased from 5.4 percent in FY 2006 to 5.7 percent in FY 2007.
- Disabled veterans, as a subset of the total veteran on-board employment, increased from 97,828 in FY 2006 to 103,180 in FY 2007.
- 30 percent or more disabled veterans, as a percentage of total on-board employment, increased from 2.9 percent in FY 2006 to 3.1 percent in FY 2007.
- 30 percent or more disabled veterans, as a subset of total on-board disabled veterans, increased from 51,389 in FY 2006 to 56,077 in FY 2007.

Full-Time Permanent Employment

- Total full-time permanent (FTP) employment in the Federal workforce increased from 1,565,159 in FY 2006 to 1,574,604 in FY 2007.
- Veteran total FTP employment increased from 426,802 in FY 2006 to 431,197 in FY 2007.
- FTP disabled veterans, as a percentage of all FTP employment, increased from 5.8 percent in FY 2006 to 6.1 percent in FY 2007.
- FTP disabled veterans, as a subset of all FTP veterans' employment, increased from 90,470 in FY 2006 to 95,548 in FY 2007.
- Total FTP employment of 30 percent or more disabled veterans, as a subset of all FTP employment, increased from 3.0 percent in FY 2006 to 3.3 percent in FY 2007.
- Total FTP employment of 30 percent or more disabled veterans, as a subset of FTP disabled veterans, increased from 46,953 in FY 2006 to 51,408 in FY 2007.

New Hires

- Veteran new hires increased from 50,108 in FY 2006 to 52,452 in FY 2007.
- Veteran new hires increased from 22.1 percent of the total employee new hires in FY 2006 to 22.9 percent in FY 2007.
- New hires of FTP veterans increased from 33,200 in FY 2006 to 35,584 in FY 2007.
- New hires of FTP disabled veterans increased from 7,561 in FY 2006 to 8,401 in FY 2007.

Special Appointing Authorities for Veterans

- Agencies' use of the 30 percent or more disabled veteran special appointing authority decreased from 1,265 in FY 2006 to 1,068 in FY 2007.
- Use of the Veterans Recruitment Appointment special appointing authority by agencies increased from 7,565 in FY 2006 to 7,593 in FY 2007.

Veterans Employment Opportunities Act

- Preference eligibles and veterans selected after consideration under section 3304(f) of title 5 of the United States Code, codifying the Veterans Employment Opportunities Act of 1998, increased from 13,004 in FY 2006 to 13,438 in FY 2007.

Statutory Changes Affecting the Employment of Veterans

The National Defense Authorization Act for Fiscal Year 2006 (Public Law 109-163), enacted on January 6, 2006, contained two provisions (sections 1111 and 1112) regarding veterans. Section 1111 accorded an entitlement to veterans' preference to those veterans who served on active duty during the period beginning September 11, 2001, and ending as of the close of Operation Iraqi Freedom.

Therefore anyone who served on active duty for a period of more than 180 consecutive days, any part of which occurred during this period of time, regardless of location, is entitled to veterans' preference if otherwise eligible. This entitlement also applies to both candidates seeking Federal employment and to Federal employees affected by reduction in force actions.

The second provision, section 1112, clarified that veterans' preference eligibility for Federal hiring authorized under section 2108(1) of title 5, United States Code, is available to those individuals who are discharged or released from active duty service, as opposed to those individuals separated from the armed forces. The language in section 1112 is consistent with OPM's long-standing policy pertaining to the intent and application of veterans' preference for individuals released from active duty military service.

On June 9, 2006, OPM issued an interim rule implementing these changes in veterans' preference with a request for comments (71 FR 33375). OPM issued the final rule on March 15, 2007, without change (72 FR 12031).

Introduction

The *Report to Congress – The Employment of Veterans in the Federal Government Fiscal Year 2007* describes Federal agency activity in the employing, hiring, and promoting of veterans in the Federal Government. The report covers departments, agencies, and instrumentalities in the Executive Branch, including the U.S. Postal Service (USPS), Postal Regulatory Commission (PRC), and the Tennessee Valley Authority (TVA). For the purpose of this report, when discussing the Department of Defense (DOD), DOD includes the three military departments (Army, Navy, and Air Force) and the DOD Activities (e.g., Defense Contract Management Agency and Defense Contract Audit Agency).

The listing of agencies and key to abbreviations for Federal executive departments, military departments, and independent agencies used in this report are on pages 47 and 48.

The FY 2007 report distinguishes between hiring veterans for all on-board positions and hiring for those in full-time permanent positions. As a subset of the total veterans' population, we have provided additional information concerning those veterans entitled to disability compensation.

The report presents information on two special appointment authorities that apply to veterans. The two appointment authorities are the Veterans Recruitment Appointment (38 U.S.C. 4214 and 5 CFR part 307) and the noncompetitive, or direct, appointment of a 30 percent or more disabled veteran (5 U.S.C. 3112; 5 CFR 315.707, 316.302, and 316.402).

Additionally, this report contains information on the Federal agencies that considered preference eligibles and certain veterans for vacancies under merit promotion procedures, pursuant to the Veterans Employment Opportunities Act (VEOA) (5 U.S.C. 3304(f) and 5 CFR 335.106).

This report covers veterans' employment activities of Federal agencies for FY 2007. In this report, the reader will note the format continues from the previous year's report in presenting quantitative data in both tables and figures. In this report, the green bars used in the figures indicate the agency reported a higher percent than the previous fiscal year. The dark blue bars used in the figures show the agency remained at the same percent or lower percent than the previous fiscal year.

Data Sources

The main source of Federal employment data used in this FY 2007 report was OPM's Central Personnel Data File (CPDF). The CPDF is an automated data file compiled from agencies' submissions of their workforce and personnel action data.

The USPS, PRC, and TVA each provided their own data for inclusion in this report. The numbers for USPS, PRC, and TVA that appear in their respective agency tables are not included in the Governmentwide averages that are shown in the figures and tables in this FY 2007 report.

There are two variables used in the CPDF to identify veterans: veterans' preference and veterans' status. Veterans' preference is defined in 5 U.S.C. 2108, which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. Veterans' status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military, naval, or air service, and who was released or discharged therefrom under conditions other than dishonorable).

The information on the Civilian Labor Force regarding veterans' status was provided in the August 2007 supplement to the Current Population Survey conducted for the U.S. Department of Labor's Bureau of Labor Statistics by the Bureau of the Census. The August 2007 supplement was released on April 10, 2008.

This FY 2007 report examines OPM's CPDF data for the 18 Federal departments (15 executive departments and 3 military departments) and 25 independent Federal agencies having 500 or more employees on board as of September 30, 2007. In presenting the employment information in this report, we have rounded each of the percentages independently and have not forced them to add up to 100 percent.

Data Exclusions

The CPDF does not include workforce and personnel action data on employees of the Congress, Library of Congress, Judicial Branch, White House Office, Office of the Vice President, Central Intelligence Agency, National Geospatial-Intelligence Agency, National Security Agency, Defense Intelligence Agency, Board of Governors of the Federal Reserve, United States Postal Service, Postal Regulatory Commission, Tennessee Valley Authority, or the Department of Agriculture Extension Service. The CPDF also excludes employees paid out of non-appropriated funds (e.g., employees of post exchanges in the Department of Defense) and non-citizen employees of the Federal Government in foreign countries.

For the purpose of this report, the full-time-permanent (FTP) employment numbers do not include those full-time employees who work only on a seasonal basis. Any reference to FTP in this report means non-seasonal FTP employees.

In addition, we have excluded Army National Guard and Air Force National Guard military technicians, as these guard bureaus do not submit the specific type of data OPM needs to determine veterans' status and veterans' preference.

Employment of Veterans in the Federal Non-Postal Workforce

Veterans

The total on-board Federal civilian workforce increased from 1,803,055 in FY 2006 to 1,811,459 in 2007 (Table 1). The number of veterans employed in the Federal Government during FY 2007 is the largest (462,744) over the 5-year period shown in Table 1. The overall population of veterans, as a percentage of the total on-board employees in the Federal workforce, increased by 4,779 veterans in FY 2007 to 25.5 percent (462,744) (Table 1). Additionally, the number of veterans with preference shows an increase of 3,576 veterans from the 22.8 percent (410,434) in FY 2006 to 22.9 percent (414,010) during FY 2007 (Table 1).

Category	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Total On-Board Employees	1,794,415	1,810,852	1,813,166	1,803,055	1,811,459
Total Veterans	449,009	453,725	456,254	457,965	462,744
% of All Employees	25.0%	25.1%	25.2%	25.4%	25.5%
Veterans with Preference	395,746	411,627	410,083	410,434	414,010
% of All Employees	22.1%	22.7%	22.6%	22.8%	22.9%
% of All Veterans	88.1%	90.7%	89.9%	89.6%	89.5%
Disabled Veterans	78,450	87,390	92,642	97,828	103,180
% of All Employees	4.4%	4.8%	5.1%	5.4%	5.7%
% of All Veterans	17.5%	19.3%	20.3%	21.4%	22.3%
30% or More Disabled Veterans	35,901	42,010	46,727	51,389	56,077
% of All Employees	2.0%	2.3%	2.6%	2.9%	3.1%
% of All Veterans	8.0%	9.3%	10.2%	11.2%	12.1%
Vietnam Era Veterans	230,607	218,168	202,990	186,588	170,432
% of All Employees	12.9%	12.0%	11.2%	10.3%	9.4%

Source: Office of Personnel Management's Central Personnel Data File as of September 30 for each fiscal year.

As of September 30, 2007, the employment rate of disabled veterans in the Federal Government, relative to all veterans, showed an increase from 21.4 percent in FY 2006 to 22.3 percent (Table 1). As a percentage of all employees, the representation rate for disabled veterans in the Federal workforce increased 0.3 percentage points from 5.4 percent (97,828) in FY 2006 to 5.7 percent in FY 2007 (Table 1).

In reviewing veterans' employment data in Table 1 from FY 2003 through FY 2007, it shows increased hiring, in both the numbers and percentages, of 30 percent or more disabled veterans in the Federal Government. During FY 2007, employment of 30 percent or more disabled veterans achieved the highest employment numbers (56,077) over the 5 fiscal years (Table 1). In addition, the employment of 30 percent or more disabled veterans showed increases in both the "% of All Employees" category and in the "% of All Veterans" category over the same timeframe (Table 1).

Table 1 shows 30 percent or more disabled veterans, as a percentage of all employees, increased 0.2 percentage points from 2.9 percent (51,389) in FY 2006 to 3.1 percent (56,077) in FY 2007. There were 4,688 additional 30 percent or more disabled veterans in the Federal workforce in FY 2007 as compared with FY 2006 (Table 1).

The representation of Vietnam Era veterans, in both their overall numbers and as a percentage of all employees, declined as reflected in the change from 186,588 (10.3 percent) in FY 2006 to 170,432 (9.4 percent) in FY 2007 (Table 1). Vietnam Era veterans employed in the Federal workforce, in both numbers and percentages, have continued to decline during each succeeding fiscal year as shown in the data from FY 2003 through FY 2007 (Table 1).

In reviewing the data presented in Table 2, full-time permanent (FTP) employment in the Federal workforce increased from 1,565,159 in FY 2006 to 1,574,604 in FY 2007. Total FTP veterans (431,197) in FY 2007 increased by 4,395 from the 426,802 veterans reported in FY 2006 (Table 2). The Vietnam Era veterans' data indicates a decline in their FTP total numbers and percentages in the categories of “% of All Employees” and “% of All Veterans” from FY 2003 through FY 2007 (Table 2).

Category	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Total FTP Employees	1,535,257	1,562,690	1,569,650	1,565,159	1,574,604
Total Veterans	414,941	422,204	425,379	426,802	431,197
% of All Employees	27.0%	27.0%	27.1%	27.3%	27.4%
Vietnam Era Veterans	217,760	206,621	192,245	176,426	160,613
% of All Employees	14.2%	13.2%	12.2%	11.3%	10.2%
% of All Veterans	52.5%	48.9%	45.2%	41.3%	37.2%
Disabled Veterans	72,570	81,031	85,814	90,470	95,548
% of All Employees	4.7%	5.2%	5.5%	5.8%	6.1%
% of All Veterans	17.5%	19.2%	20.2%	21.2%	22.2%
30%+ Disabled Veterans	32,650	38,390	42,715	46,953	51,408
% of All Employees	2.1%	2.5%	2.7%	3.0%	3.3%
% of All Veterans	7.9%	9.1%	10.0%	11.0%	11.9%
% of All Disabled Vets	45.0%	47.4%	49.8%	51.9%	53.8%

Source: Office of Personnel Management's Central Personnel Data File as of September 30 of each fiscal year.

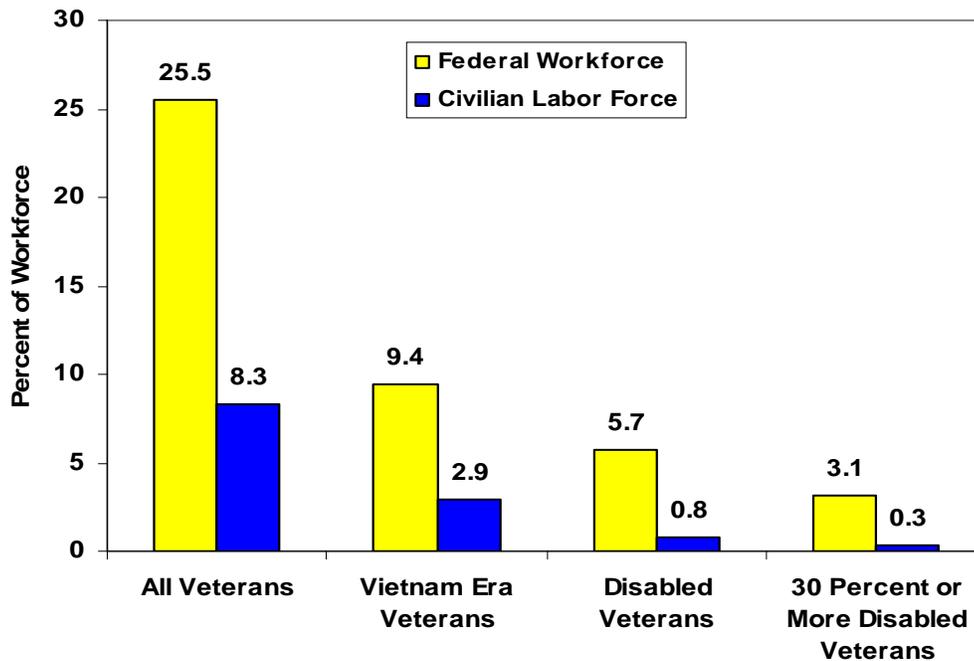
Disabled veterans' employment in FTP positions increased by 5,078 during FY 2007. Disabled veterans represented 6.1 percent of all employees and 22.2 percent of all veterans employed in FTP positions. As shown, the number and percentage of disabled veterans have continued to increase each fiscal year since 2003 (Table 2).

Table 2 shows an increased employment of 30 percent or more disabled veterans in the Federal Government's FTP workforce during FY 2007. The representation of 30 percent or more disabled veterans in the three sub-categories (% of All Employees, % of All Veterans, and % of All Disabled Veterans) has increased during FY 2007. This representation of 30 percent or more

disabled veterans in the Federal Government’s workforce is the largest over the past 5 fiscal years (Table 2).

Figure 1 shows the percentage of all on-board veterans in the Federal Non-Postal workforce and the Civilian Labor Force (CLF). The August 2007 supplement indicated that veterans comprised 8.3 percent of the total CLF. In addition, the percentages of the CLF represented by Vietnam Era Veterans, Disabled Veterans, and 30 percent or more disabled veterans were 2.9 percent, 0.8 percent, and 0.3 percent, respectively (Figure 1).

Figure 1
Veterans in the Federal Non-Postal Workforce and the Civilian Labor Force



Note: Civilian Labor Force (CLF) represents men and women ages 18 years and over.

Source: CLF data for all veterans and Vietnam Era veterans came from the Current Population Survey (CPS) conducted by the Bureau of Labor Statistics, U.S. Department of Labor. CLF data for disabled veterans and 30 percent or more disabled veterans came from the August 2007 veterans supplement to the CPS released April 10, 2008. Federal data for Fiscal Year 2007 are from the U.S. Office of Personnel Management’s Central Personnel Data File (CPDF) as of September 30, 2007.

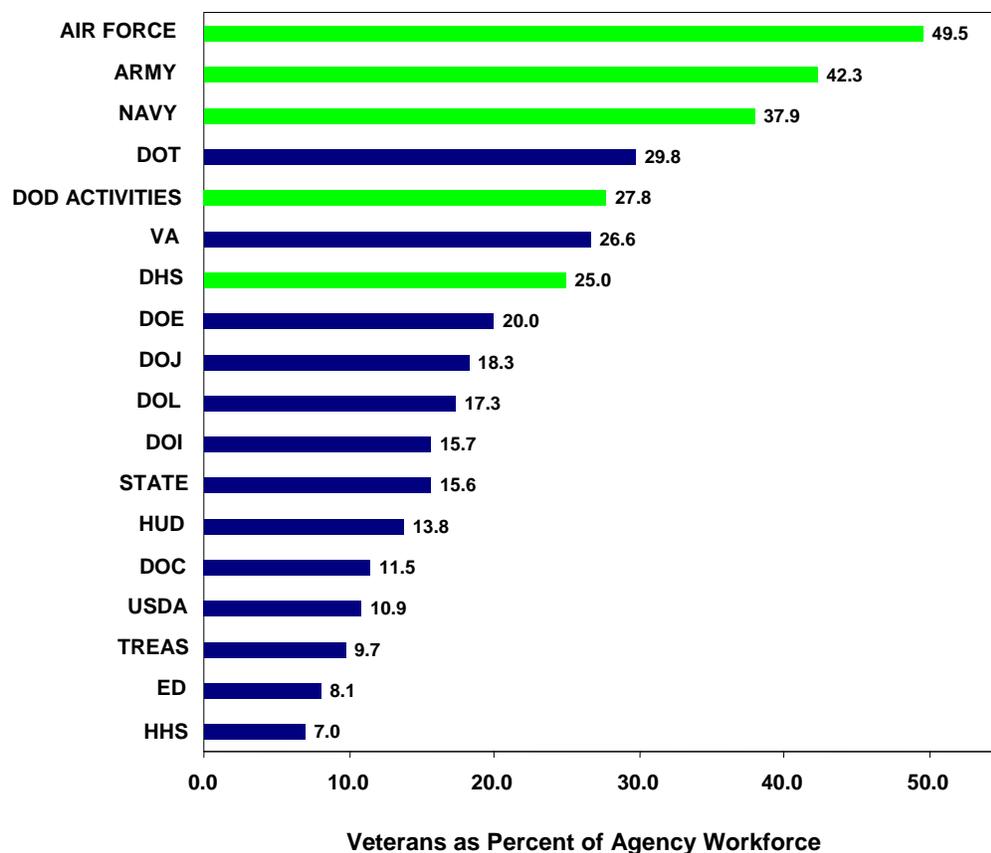
In comparing the four categories of veterans in the Federal Government with the CLF during FY 2007, the Federal Government employed over three times the percentage of veterans and Vietnam Era veterans, seven times the percentage of disabled veterans, and 10 times the percentage of 30 percent or more disabled veterans (Figure 1).

Figure 2 shows the representation of veterans in the Federal executive and military departments as of September 30, 2007. During FY 2007, the representation of veterans in 16 of the 18 departments shown in Figure 2 exceeded the 8.3 percent CLF rate (Figure 1) for veterans. The two Federal departments reporting lower percentages than the CLF rate in their veterans’

representation were the Department of Education (ED) (8.1 percent) and the Department of Health and Human Services (HHS) (7.0 percent).

As shown in Figure 2, the top five agencies in percentage of veterans employed during FY 2007 were the Air Force (49.5 percent), Army (42.3 percent), Navy (37.9 percent), Department of Transportation (DOT) (29.8 percent) and DOD Activities (27.8 percent). Five agencies (Air Force, Army, Navy, DOD Activities, and Department of Homeland Security [DHS]) employed more veterans as a percentage of their agency workforce in FY 2007 than during FY 2006 (Figure 2).

Figure 2
Representation of Veterans in Federal Executive Departments,
September 30, 2007



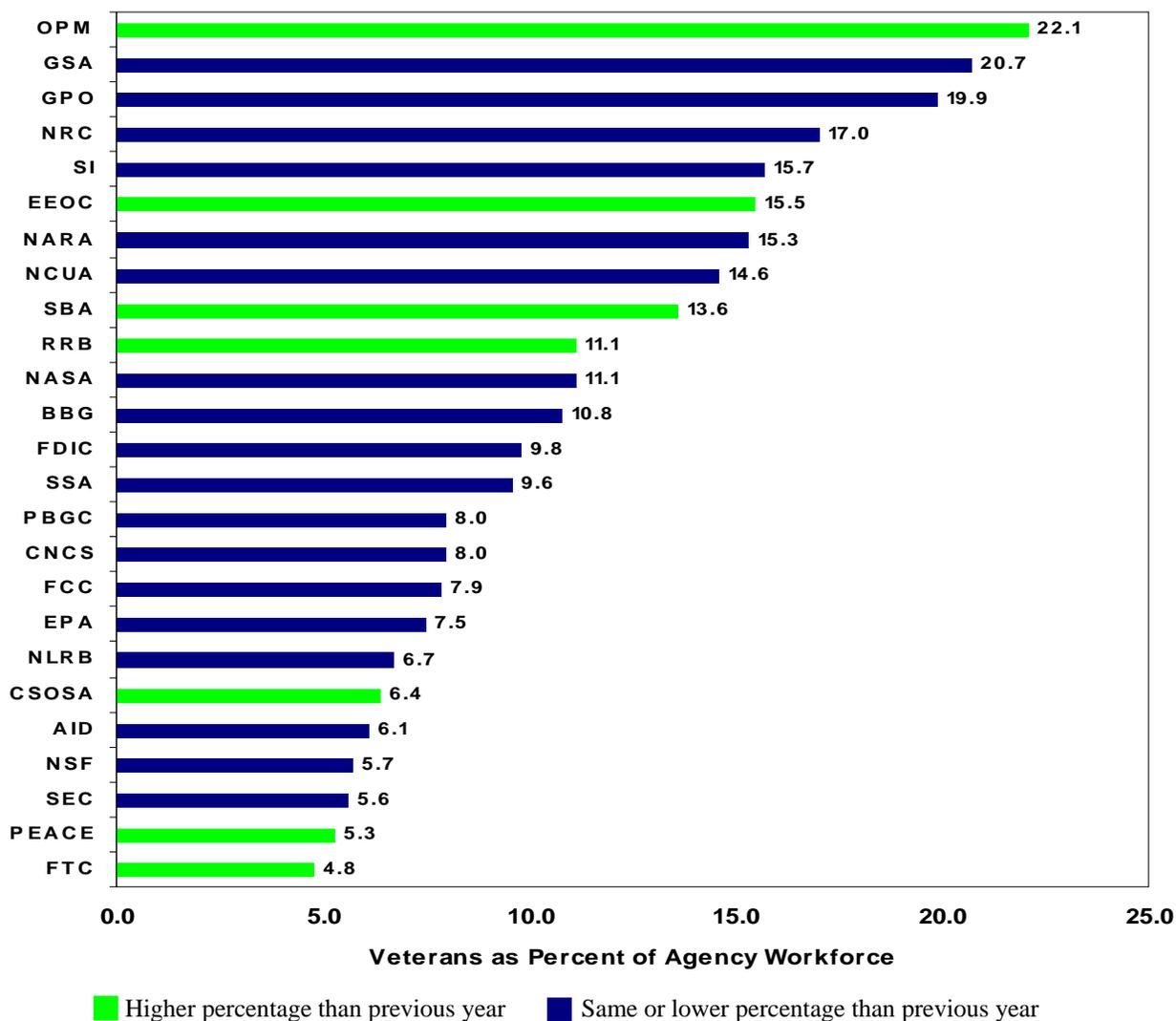
■ Higher percentage than previous year ■ Same or lower percentage than previous year

The Air Force increased from 48.5 percent to 49.5 percent (1.0 percentage point), Army from 41.7 percent to 42.3 percent (0.6 percentage points), Navy from 37.3 percent to 37.9 percent (0.6 percentage points), DOD Activities from 27.6 percent to 27.8 percent (0.2 percentage points), and DHS from 23.5 percent to 25.0 percent (1.5 percentage points).

Four agencies remained the same in the percentage of their workforce who were veterans in FY 2007 as compared with FY 2006. The Department of Veterans Affairs (VA) remained the same with 26.6 percent, Department of Justice (DOJ) with 18.3 percent, Department of Labor (DOL) with 17.3 percent, and Department of Housing and Urban Development (HUD) with 13.8 percent (Figure 2). Figure 2 shows nine agencies (DOT, Department of Energy [DOE], Department of Interior [DOI], Department of State [STATE], Department of Commerce [DOC], Department of Agriculture [USDA], Department of Treasury [TREAS], ED, and HHS) in which the representation of veterans in the agency workforce declined in FY 2007.

Figure 3 shows the representation of veterans within Federal independent agencies having 500 or more employees as of September 30, 2007. Fourteen of the 25 Federal independent agencies exceeded the CLF rate of 8.9 percent.

Figure 3
Representation of Veterans in Federal Independent Agencies
(500+ Employees) September 30, 2007



Seven agencies (Office of Personnel Management [OPM], Equal Employment Opportunity Commission [EEOC], Small Business Administration [SBA], Railroad Retirement Board [RRB], Court Services and Offender Supervision Board [CSOSA], Peace Corps [PEACE], and Federal Trade Commission [FTC]) in Figure 3 showed an increase in their representation of veterans as a percentage of their workforce from FY 2006.

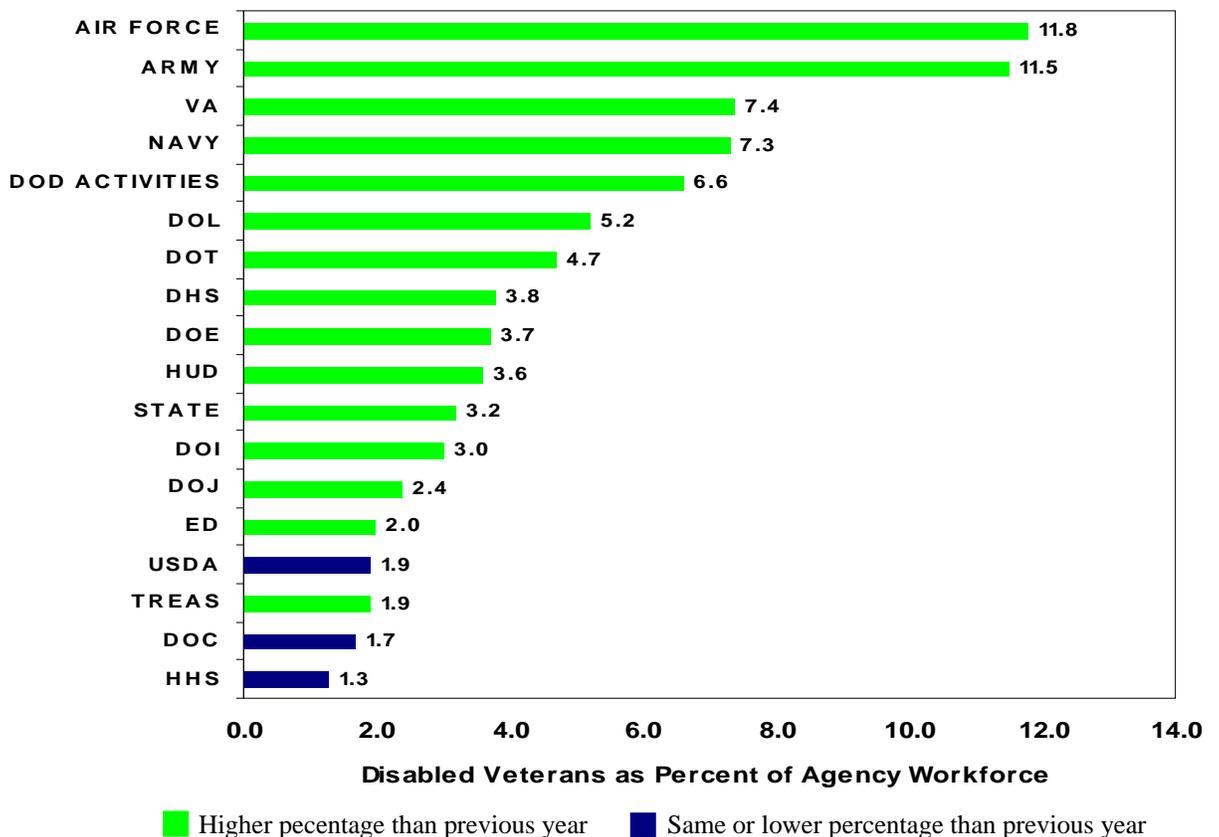
During FY 2007, two agencies (Social Security Administration [SSA] and National Labor Relations Board [NLRB]) reported no change, and 16 agencies reported lower percentages in their veterans’ representation rate as compared with FY 2006 (Figure 3).

Disabled Veterans

As of September 30, 2007, there were 103,180 disabled veterans employed in the Federal workforce. This was an increase of 5,352 disabled veterans from the 97,828 disabled veterans employed in Federal agencies during the previous fiscal year (Table 1).

Figure 4 shows the percentage of disabled veterans as a percentage of the workforce in the Federal executive departments. In all 18 departments, the representation of disabled veterans exceeded their representation in the CLF (0.8 percent).

Figure 4
Representation of Disabled Veterans in Federal Executive Departments, September 30, 2007



During FY 2007, Figure 4 shows that 15 Federal departments employed a greater percentage of disabled veterans than in FY 2006. In two agencies (USDA and DOC), disabled veterans as a percentage of the workforce remained the same and one agency (HHS) showed a decline of 0.1 percentage point from FY 2006.

Figure 5 displays the representation of disabled veterans in 25 Federal independent agencies employing 500 or more employees as of September 30, 2007. In comparison with the CLF, 24 of the 25 listed agencies exceeded the CLF representation rate (0.8 percent). One agency (FTC) was 0.2 percent below the CLF percentage for disabled veterans.

Figure 5
Representation of Disabled Veterans in Federal Independent Agencies (500+ Employees) September 30, 2007

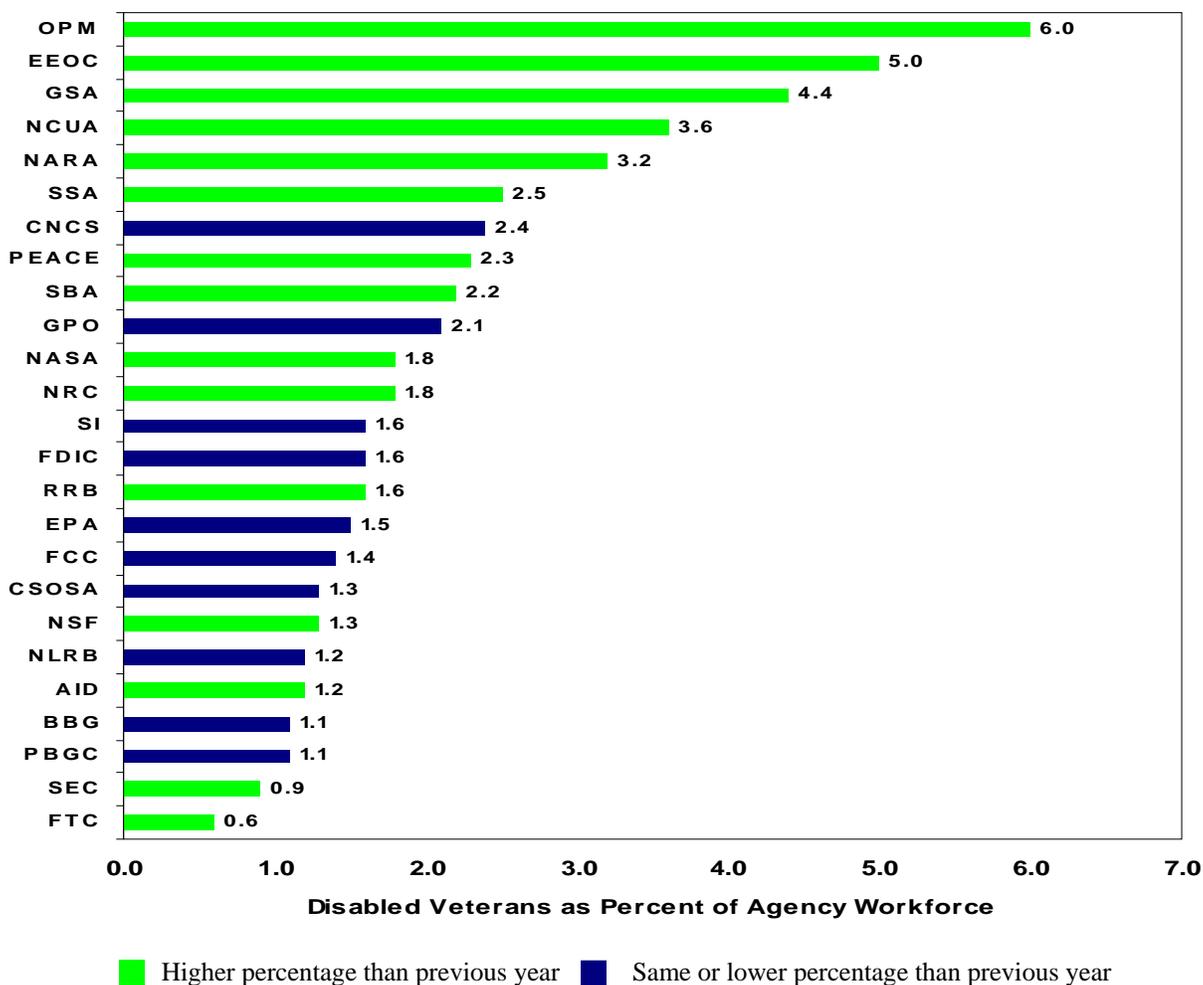


Figure 5 shows 15 independent agencies increased hiring of disabled veterans during FY 2007. Five agencies (Government Printing Office [GPO], Smithsonian Institution [SI], Environmental Protection Agency [EPA], Federal Communications Commission [FCC], and CSOSA) had no percentage point change. Four agencies (Corporation for National and Community Service [CNCS], NLRB, Broadcasting Board of Governors [BBG], and Pension Benefit Guaranty

Corporation [PBGC]) reported lower disabled veterans’ representation in their workforce as compared to FY 2006 (Figure 5).

The top five Federal independent agencies having the highest percentage of disabled veterans during FY 2007 were OPM, EEOC, GSA, National Credit Union Administration (NCUA), and National Archives and Records Administration (NARA) (Figure 5). From FY 2006 to FY 2007, OPM increased 0.9 percentage points, EEOC 1.3 percentage points, GSA 0.1 percentage point, NCUA 0.1 percentage point, and NARA by 0.3 percentage points.

30 Percent or More Disabled Veterans

Figure 6 shows the percentage of 30 percent or more disabled veterans employed in Federal executive departments and military departments, and Figure 7 shows the same for Federal independent agencies. All departments and independent agencies, except NLRB, exceeded the CLF representation rate of 0.3 percent for employing 30 percent or more disabled veterans.

Figure 6
Representation of 30 Percent or More Disabled Veterans
in Federal Executive Departments, September 30, 2007

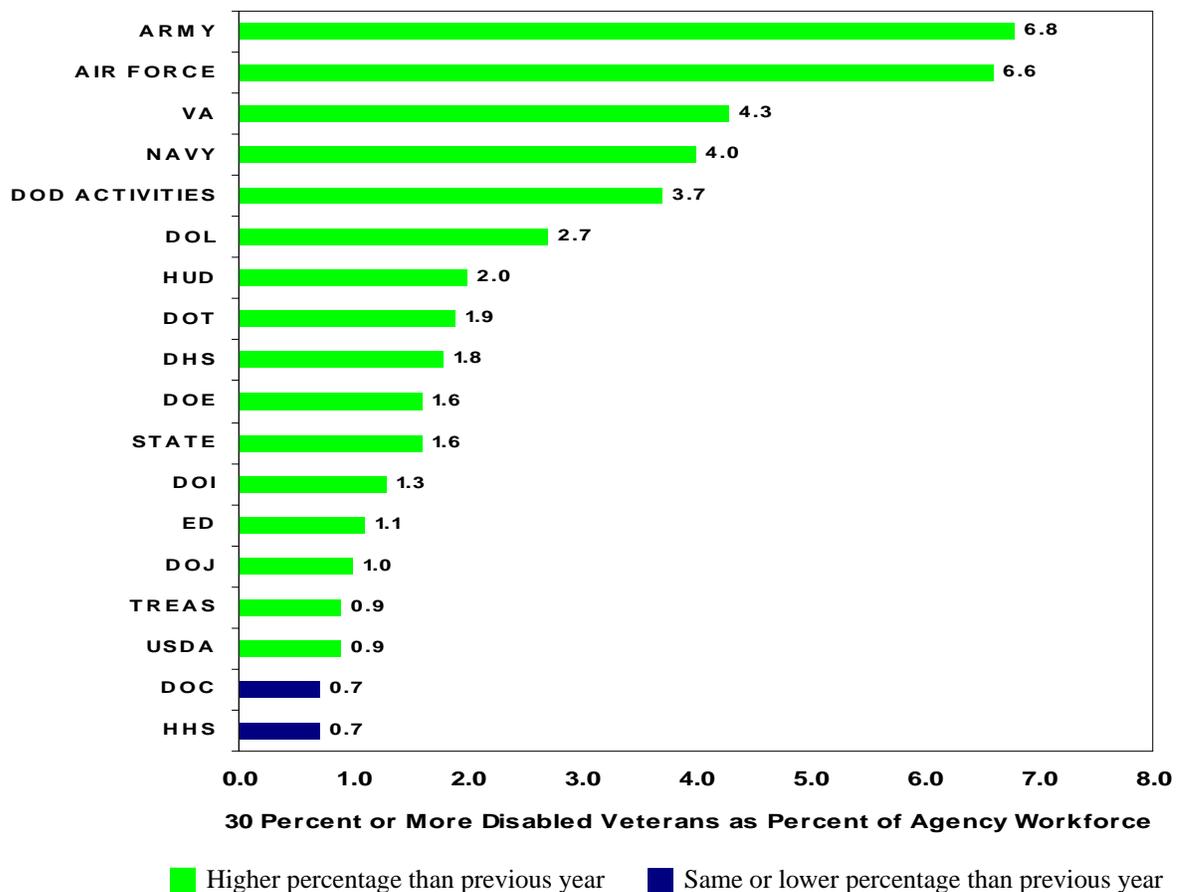
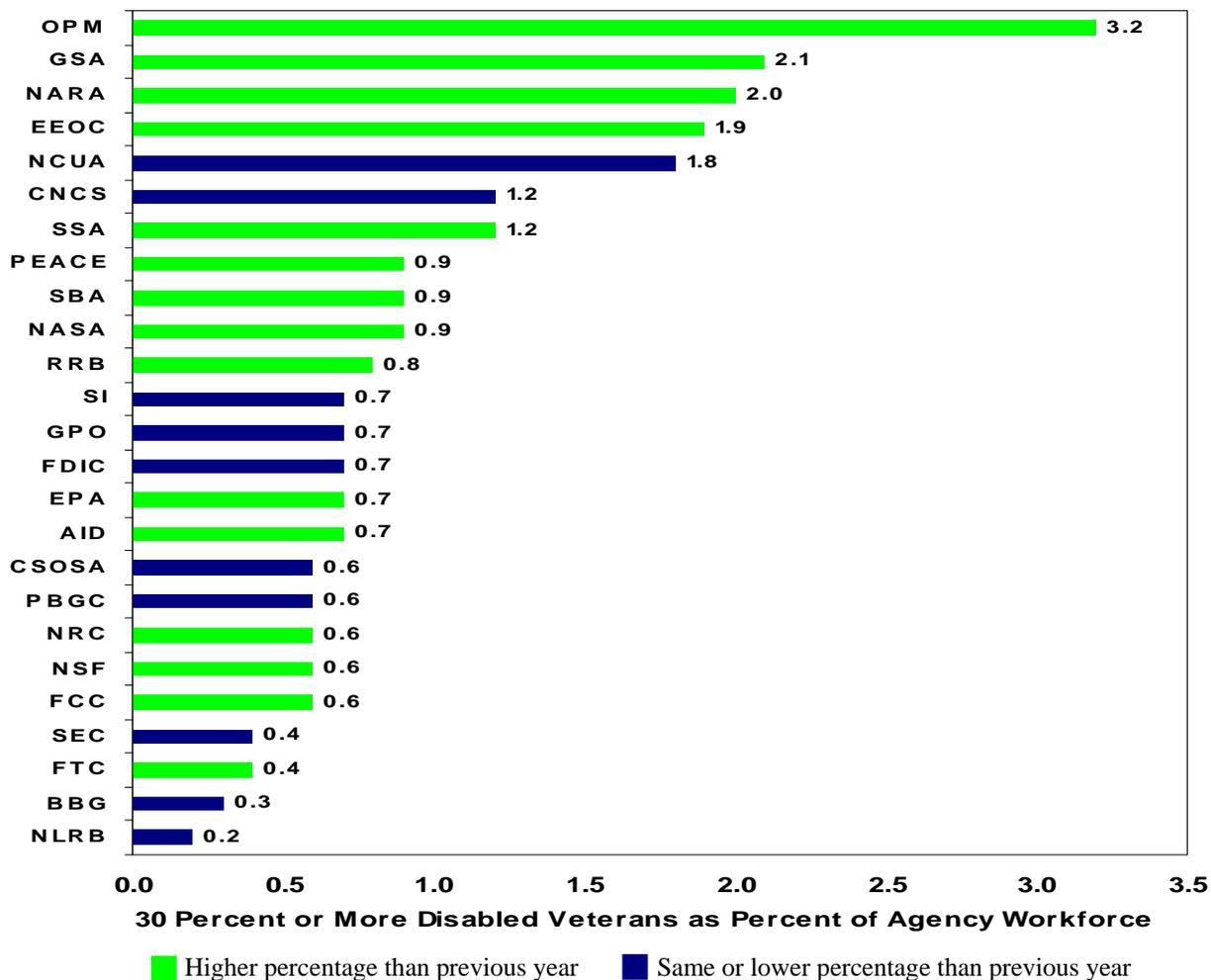


Figure 6 shows 13 Federal executive departments and 3 military departments having an increased percentage of 30 percent or more disabled veterans during FY 2007. Two agencies (DOC and HHS) remained the same with a 0.7 percentage rate.

During FY 2007, CPDF data show DOD (Army, Air Force, Navy, and DOD Activities) occupies four of the top five spots among executive departments in employing 30 percent or more disabled veterans. The VA ranked third highest in employment of 30 percent or more disabled veterans (Figure 6). All top five departments demonstrated continued increases in their hiring of 30 percent or more disabled veterans when compared with FY 2006.

Figure 7 shows there were 15 Federal independent agencies having percentage point increases during FY 2007 in the representation of 30 percent or more disabled veterans in their workforce.

Figure 7
Representation of 30 Percent or More Disabled Veterans
in Federal Independent Agencies (500+ Employees)
September 30, 2007

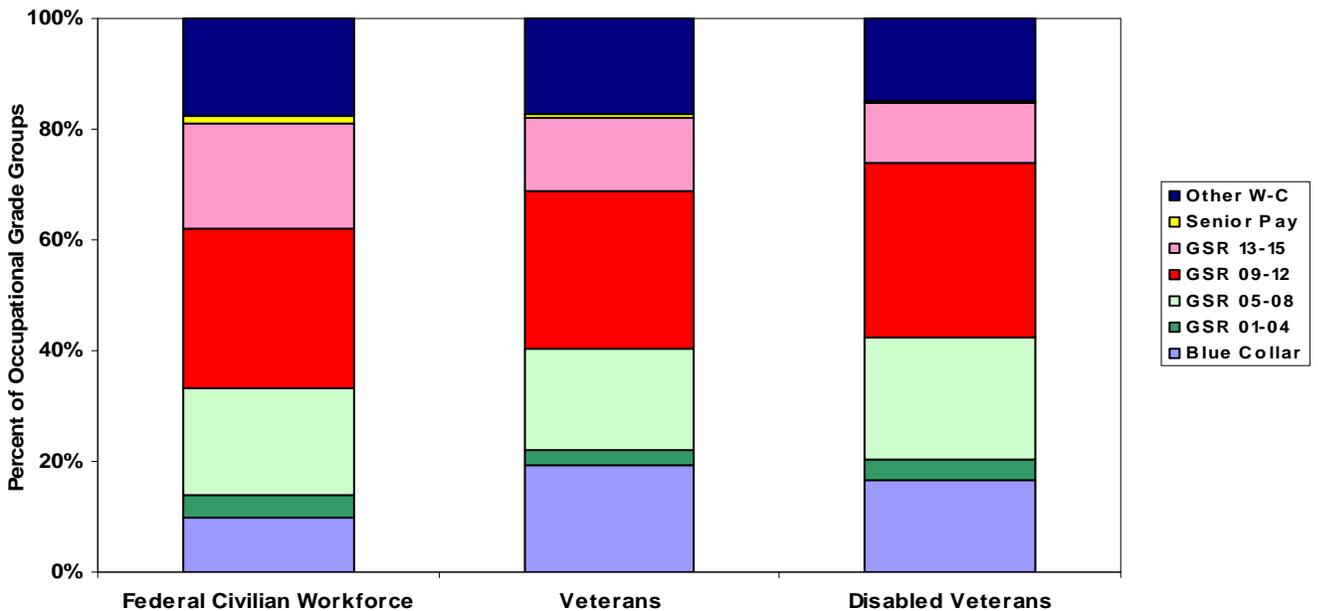


Seven agencies (SI, GPO, FDIC, CSOSA, PBGC, SEC, and BBG) showed the same percentages in FY 2007 compared with FY 2006. Three agencies (NCUA, CNCS, and NLRB) showed decreases in the representation rate of 30 percent or more disabled veterans within their workforce (Figure 7).

Grade and Occupational Distribution of Veterans

Figure 8 shows the FY 2007 distribution of the Federal civilian workforce, veterans, and disabled veterans across Federal pay and occupational grade groupings. These grouping include Blue-Collar (B-C); General Schedule and Related (GSR) Pay Plans 01-04, 05-08, 09-12, and 13-15; Senior Pay (Sr. Pay) level; and Other White-Collar (OW-C).

Figure 8
Veterans and Disabled Veterans Compared to Federal Civilian Workforce by Blue-Collar, General Schedule and Related, Senior Pay, and White-Collar Pay Groups
 September 30, 2007

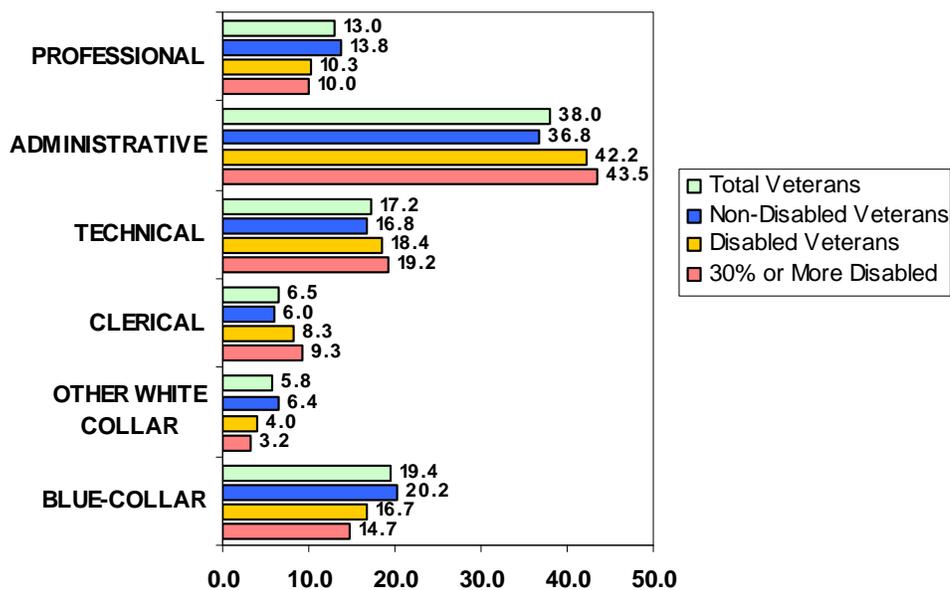


Groups	B/C	GSR 01-04	GSR 05-08	GSR 09-12	GSR 13-15	Sr. Pay	Other W-C	Total
Federal Civilian Workforce	9.7	4.1	19.4	28.9	18.8	1.4	17.7	100.0
Veterans	19.4	2.6	18.3	28.4	13.2	0.7	17.3	100.0
Disabled Veterans	16.7	3.5	22.1	31.6	10.8	0.3	14.9	100.0

On the following page, Figure 9 shows the FY 2007 employment distribution of veterans, non-disabled, disabled veterans, and 30 percent or more disabled veterans employed in the Federal Government as of September 30, 2007. This distribution shows veterans' representation in both FY 2007 percentages and numbers for each of the Professional, Administrative, Technical, Clerical, Other White-Collar and Blue-Collar occupations (PATCOB).

Of the 462,744 veterans employed across all PATCOB categories, 60,107 were in Professional; 176,029 were in Administrative; 79,362 were in Technical; 30,266 were in Clerical; 26,997 were in Other White-Collar; and 89,983 were in Blue-Collar occupations.

Figure 9
Veterans' Employment Distribution by Occupational Category,
September 30, 2007



Veterans By Percent in Occupational Category

	Total Veterans	Non Disabled	Disabled	30% or More Disabled
Total Employment	462,744	359,564	103,180	56,077
Professional	60,107	49,489	10,618	5,616
Administrative	176,029	132,452	43,577	24,409
Technical	79,362	60,333	19,029	10,762
Clerical	30,266	21,689	8,577	5,223
Other White-Collar	26,997	22,836	4,161	1,806
Blue-Collar	89,983	72,765	17,218	8,261

The FY 2007 highlights by PATCOB occupational category are:

- The majority of the total veterans' population (462,744) was in the Administrative (176,029), Blue-Collar (89,983), and Technical (79,362) occupations. As a subset of all veterans, the majority of the 103,180 disabled veterans were in the Administrative (43,577), Technical (19,029), and Blue-Collar (17,218) occupations. Thirty percent or more disabled veterans were similarly distributed among these occupational categories – 24,409 in Administrative, 10,762 in Technical, and 8,261 in Blue-Collar occupations.
- Professional Occupations – During FY 2007, a total of 60,107 veterans were employed in the Professional occupations (Figure 9). The veterans' population breakdown in the

Professional occupations shows 49,489 non-disabled veterans and 10,618 disabled veterans. Of the 10,618 disabled veterans, 5,616 were rated as 30 percent or more disabled.

- Administrative Occupations – There were 176,029 veterans employed in Administrative occupations during FY 2007 (Figure 9). In reviewing the veteran population in this occupation, the data show 132,452 non-disabled veterans, 43,577 disabled veterans, of which 24,409 were identified as 30 percent or more disabled. In comparison with other PATCOB occupations during FY 2007, the Administrative occupations employed the largest number of non-disabled veterans, disabled veterans, and 30 percent or more disabled veterans.
- Technical Occupations – There were 79,362 veterans employed in Technical occupations during FY 2007 (Figure 9). This number includes 60,333 non-disabled veterans and 19,029 disabled veterans. Of all disabled veterans in this occupational category, 10,762 were rated as 30 percent or more disabled. The data show that, during FY 2007, the Technical occupations had the second largest number of both disabled veterans and 30 percent or more disabled veterans of all the PATCOB occupational categories. The Technical category was the third highest for employing non-disabled veterans.
- Clerical Occupations – There were 30,266 total veterans employed during FY 2007 in the Clerical category (Figure 9). There were 21,689 non-disabled veterans and 8,577 disabled veterans of whom 5,223 were rated as 30 percent or more disabled during FY 2007.
- Other White-Collar Occupations – There were 26,997 veterans employed in Other White-Collar occupations (Figure 9) during FY 2007. This category employed 22,836 non-disabled veterans and 4,161 disabled veterans of whom 1,806 were 30 percent or more disabled veterans.
- Blue-Collar Occupations – There were 89,983 veterans employed in Blue-Collar occupations during FY 2007. This was the second highest occupational category for employing the most veterans and non-disabled veterans (72,765) and third highest in employing disabled veterans (17,218) and 30 percent or more disabled veterans (8,261).

Hiring of Veterans in the Federal Non-Postal Workforce

The total number of all new hires in the Federal workforce rose from 227,012 in FY 2006 to 228,889 in FY 2007. At the same time, as a subset of this total hiring, there were 52,452 new veteran hires into the Federal Government. Total veteran hiring in FY 2007 represented the largest number of veteran new hires in any of the fiscal years shown in Figure 10.

Figure 10
Veterans as Subset of Total New Hires in Federal Workforce
FY 1998 - FY 2007

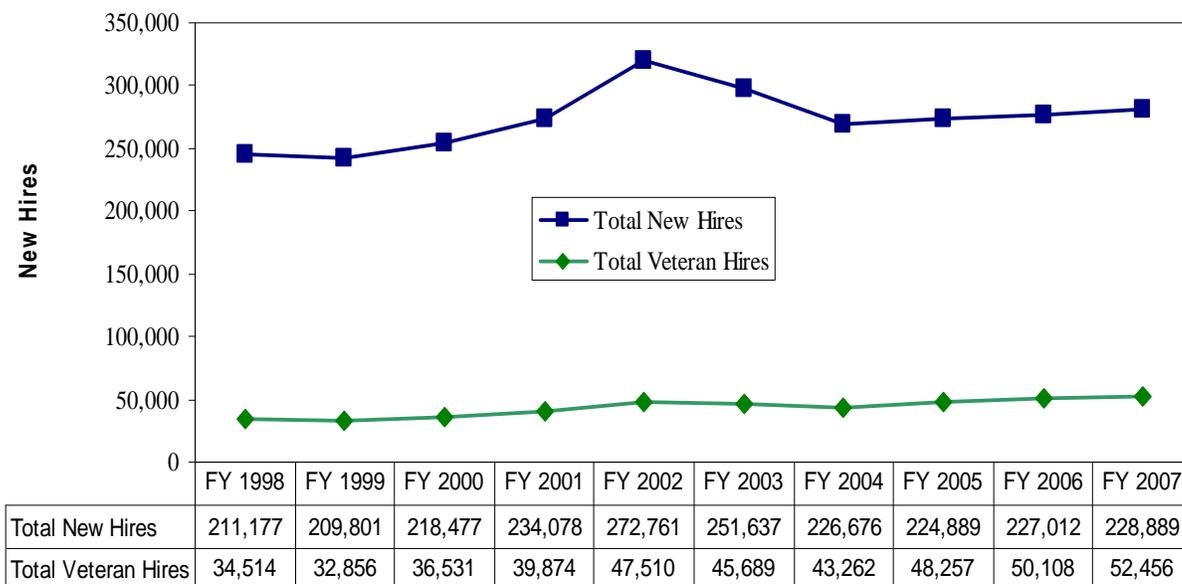
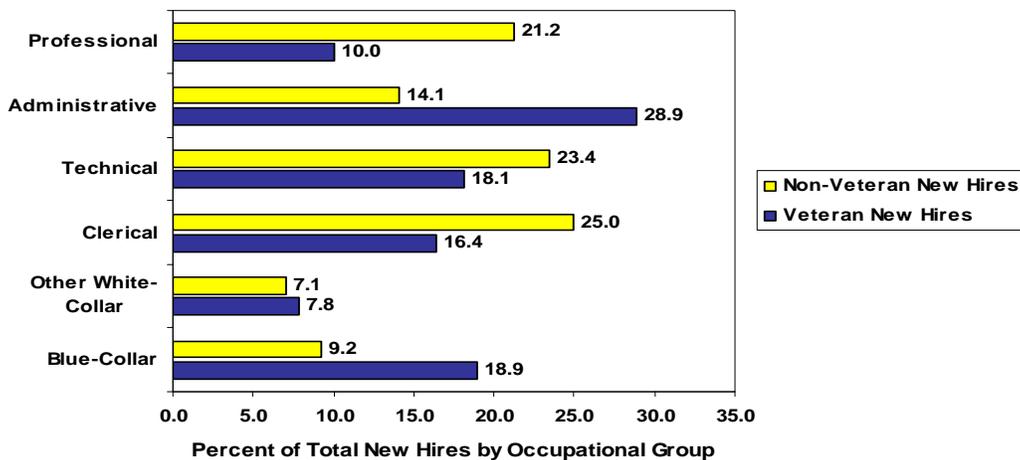


Figure 11 shows the comparison and distribution for hiring both veteran and non-veteran new hires by occupational category during FY 2007. The majority of veteran new hires were in Administrative, Blue-Collar, and Technical occupations, whereas the top three occupational categories for non-veteran new hires were the Clerical, Technical, and Professional categories.

Figure 11
Veteran and Non-Veteran New Hires by Occupational Category
September 30, 2007



New Hires by Departments and Agencies

Veterans

The percentage of veterans as new hires in Federal executive and military departments is shown in Figure 12. Eleven departments (Air Force, DOT, VA, DHS, DOD Activities, DOL, STATE, DOC, HUD, ED, and HHS) showed increases in their representation of veteran new hires in FY 2007. Seven (Army, Navy, DOJ, DOE, DOI, TREAS, and USDA) showed declines in veterans' representation among new hires (Figure 12).

Figure 12
New Veteran Hires in Federal Executive Departments
September 30, 2007

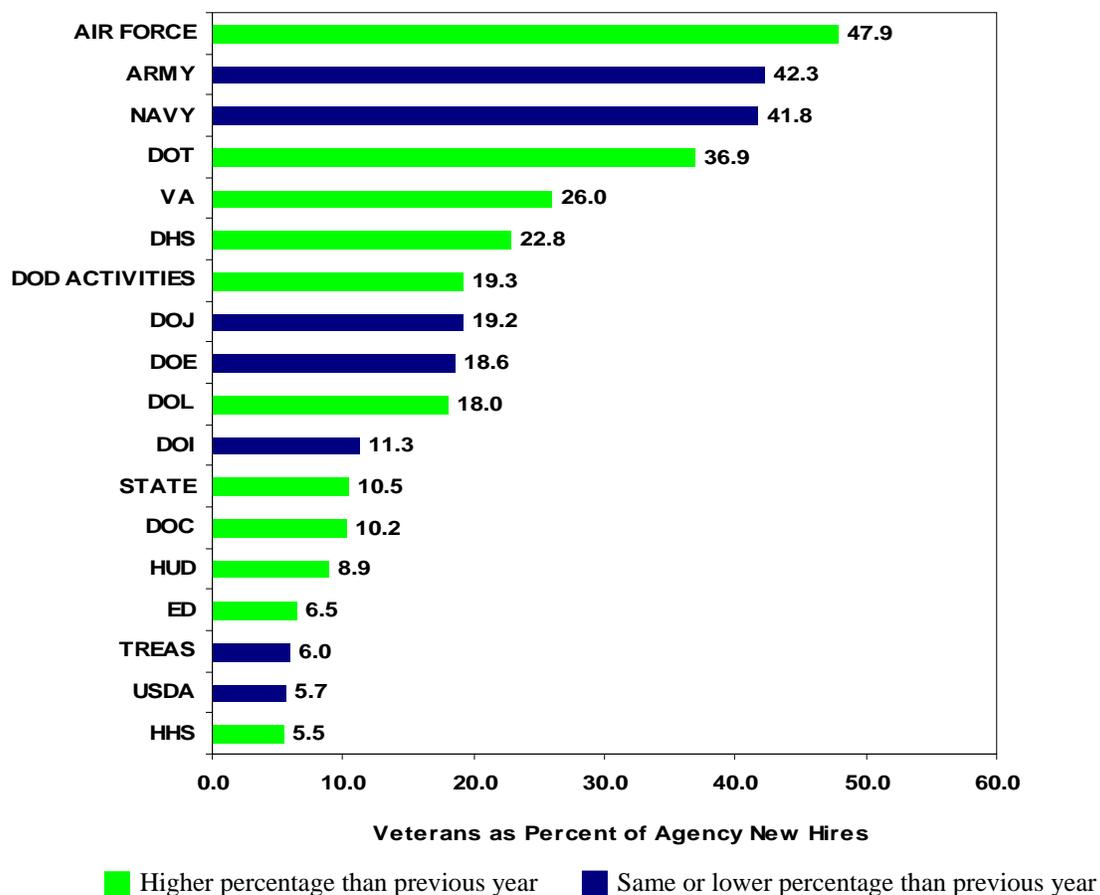
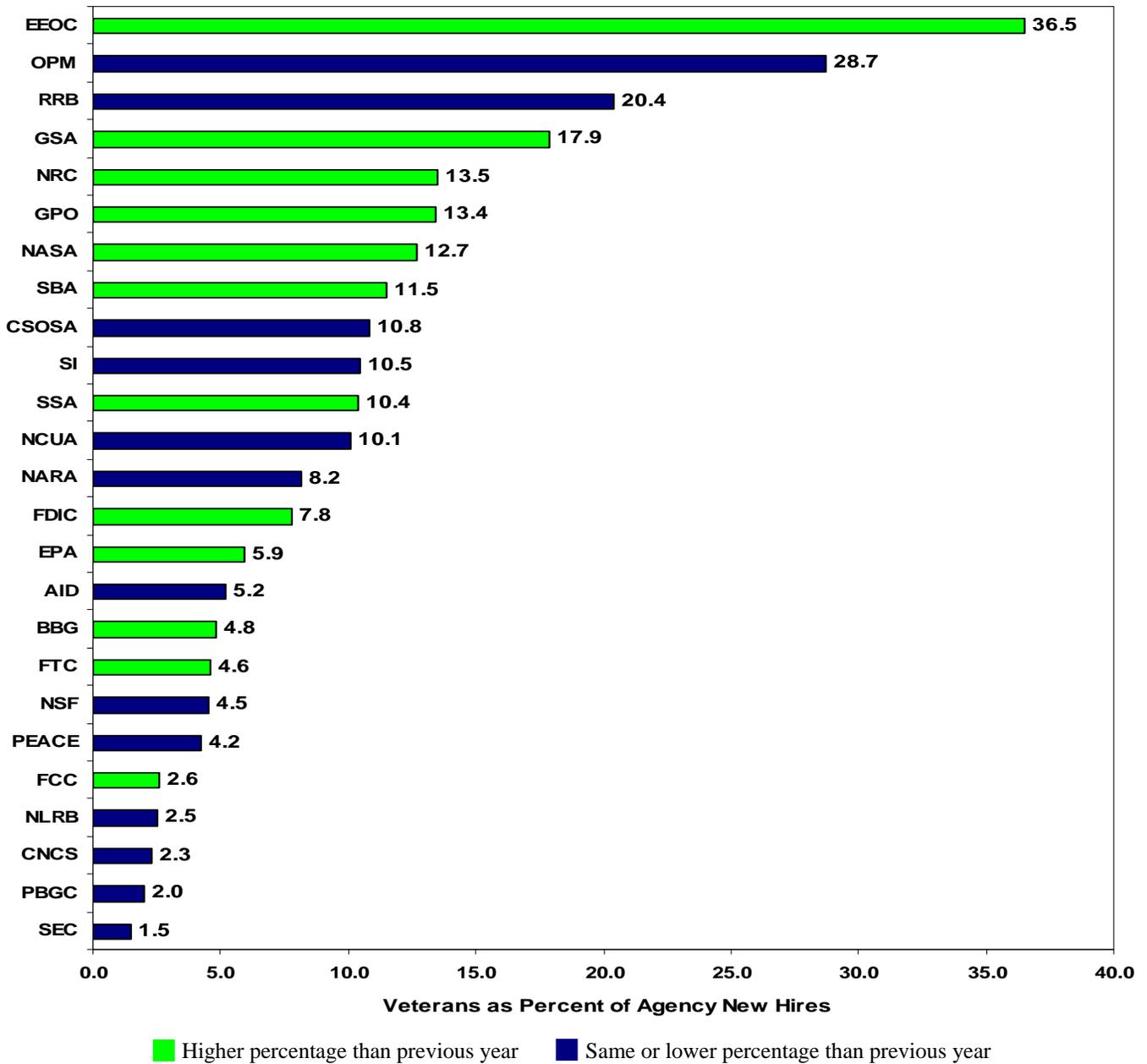


Figure 13 shows the Federal independent agencies having 500 or more employees as of September 30, 2007, along with the percentage of their new hires who are veterans. The five agencies showing the largest percentages were EEOC (36.5 percent), OPM (28.7 percent), RRB (20.4 percent), GSA (17.9 percent), and NRC (13.5 percent). Twelve agencies increased in their percentage of new veteran hires during FY 2007. Thirteen agencies showed lower percentages in FY 2007 than FY 2006.

Figure 13
New Veteran Hires in Federal Independent Agencies (500+ Employees)
September 30, 2007



The following two tables, Table 3 and Table 4, summarize the total Federal workforce hiring trends from FY 2003 through FY 2007 for veteran populations in both total Federal workforce and full-time permanent (FTP) Federal workforce. Table 3 shows the distribution for total Federal and veteran new hires from FY 2003 through FY 2007. Table 4 shows the distribution for total Federal and veteran FTP new hires for the same period by selected veteran populations. During FY 2007, veterans represented 22.9 percent (52,456) of the total on-board new hires (228,889) employed in the Federal Government (Table 3). As shown in Table 3, the total number

of Federal new hires increased by 1,877 from 227,012 in FY 2006 to 228,889 in FY 2007. As a subset, veteran new hires increased by 2,344 veterans from 50,108 in FY 2006 to 52,452 (Table 3). During the 5 fiscal years shown in the table, the percentage of veteran new hires has continued to increase each fiscal year since FY 2003 (Table 3).

Table 3 shows all disabled veteran new hires have continued to increase in numbers, and as a percent of all Federal hires and all veterans hired from FY 2003 through FY 2007. Table 3 also shows that, since FY 2003, the hiring of 30 percent or more disabled veterans has increased in the total number of new hires and also as a percentage of all new hires and veteran new hires.

Table 3 also shows Vietnam Era veterans continued to decline over the fiscal years in overall numbers hired, as a percentage of all employees hired, and as a percentage of all veterans hired. In FY 2007, Vietnam Era veterans represented 10.9 percent of all veteran hires.

Table 3					
Veteran New Hires: FY 2003 – FY 2007					
Total Federal Workforce	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
All Federal New Hires	251,637	226,676	224,889	227,012	228,889
All Veteran New Hires	45,689	43,262	48,257	50,108	52,452
% of All Federal New Hires	18.2%	19.1%	21.5%	22.1%	22.9%
All Vietnam Era Veteran Hires	8,339	7,304	6,596	5,835	5,697
% of All Federal New Hires	3.3%	3.2%	2.9%	2.6%	2.5%
% of All Veteran Hires	18.3%	16.9%	13.7%	11.6%	10.9%
All Disabled Veteran Hires	8,943	9,031	11,252	12,115	12,934
% of All Federal New Hires	3.6%	4.0%	5.0%	5.3%	5.7%
% of All Veteran Hires	19.6%	20.9%	23.3%	24.2%	24.7%
All 30%+ Disabled Veteran Hires	5,101	5,339	6,882	7,344	7,958
% of All Federal New Hires	2.0%	2.4%	3.1%	3.2%	3.5%
% of All Veteran New Hires	11.2%	12.3%	14.3%	14.7%	15.2%
% of All Disabled Vets Hires	57.0%	59.1%	61.2%	60.6%	61.5%

There was an increase of 819 disabled veteran new hires from the 12,115 disabled veteran new hires in FY 2006 to 12,934 in FY 2007 (Table 3). Disabled veterans represented 5.7 percent of all on-board new hires employed as of September 30, 2007, and 24.7 percent of all veteran new hires (Table 3).

The hiring of 30 percent or more disabled veterans increased by 614 from 7,344 in FY 2006 to 7,958 in FY 2007. As shown in Table 3, there were more new hires who were 30 percent or more disabled veterans in FY 2007 than in any of the previous 4 fiscal years. The data further shows that 30 percent or more disabled veterans have increased consistently over time as both a

percentage of all Federal new hires and as a percentage of all veteran new hires since FY 2003 (Table 3).

In Table 4, the total FTP new hires increased governmentwide from 88,226 in FY 2006 to 95,956 in FY 2007. The FTP veteran new hires, as a subset of all Federal hires, increased from 33,200 in FY 2006 to 35,585, showing a growth of 2,384 veterans. Fiscal Year 2007 shows the largest total number of veteran FTP new hires employed over the span of 5 fiscal years (Table 4).

Table 4					
Veteran Full Time Permanent (FTP) New Hires: FY 2003 – FY 2007					
Federal (FTP) Workforce	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
All Federal New Hires	79,179	76,065	84,609	88,226	95,956
Veteran New Hires	26,099	25,548	31,024	33,200	35,585
% of All Federal Employees Hired	33.0%	33.6%	36.7%	37.6%	37.1%
Vietnam Era Veteran New Hires	3,336	3,009	2,821	2,453	2,505
% of All Federal Employees Hired	4.3%	4.0%	3.3%	2.8%	2.6%
% of All Veterans Hired	12.9%	11.8%	9.1%	7.4%	7.0%
Disabled Veteran New Hires	5,288	5,123	6,719	7,561	8,401
% of All Federal Employees Hired	6.7%	6.7%	7.9%	8.6%	8.8%
% of All Veterans Hired	20.3%	20.1%	21.7%	22.8%	23.6%
30%+ Disabled Veteran New Hires	2,742	2,834	3,871	4,359	4,952
% of All Federal Employees Hired	3.5%	3.7%	4.6%	4.9%	5.2%
% of All Veterans Hired	10.5%	11.1%	12.5%	13.1%	13.9%
% of All Disabled Vets Hired	51.9%	55.3%	57.6%	57.7%	58.9%

Table 4 shows that agencies hired 8,401 FTP disabled veterans in FY 2007, which was an increase from the 7,561 FTP disabled veteran new hires made in FY 2006. Fiscal Year 2007 shows the largest total number of disabled veteran new hires employed over the 5 fiscal year period shown in Table 4. The data regarding disabled veterans further indicate that, in FY 2007, disabled veterans had the largest representation among new hires since FY 2003, both as a percentage of all employees hired (8.8 percent) and as a percentage of all veterans hired (23.6 percent).

The hiring of 30 percent or more disabled veterans in FTP positions has increased each fiscal year since FY 2003 (Table 4). New hires who were 30 percent or more disabled veterans in FTP employment increased by 593 from 4,359 in FY 2006 to 4,952 in FY 2007. In representation of all employees hired as new FTP hires, 30 percent or more disabled veterans showed a rise of 0.3 percentage points from 4.9 percent in FY 2006 to 5.2 percent in FY 2007. The data show that 30 percent or more disabled veterans in FY 2007 had a higher representation as measured by their

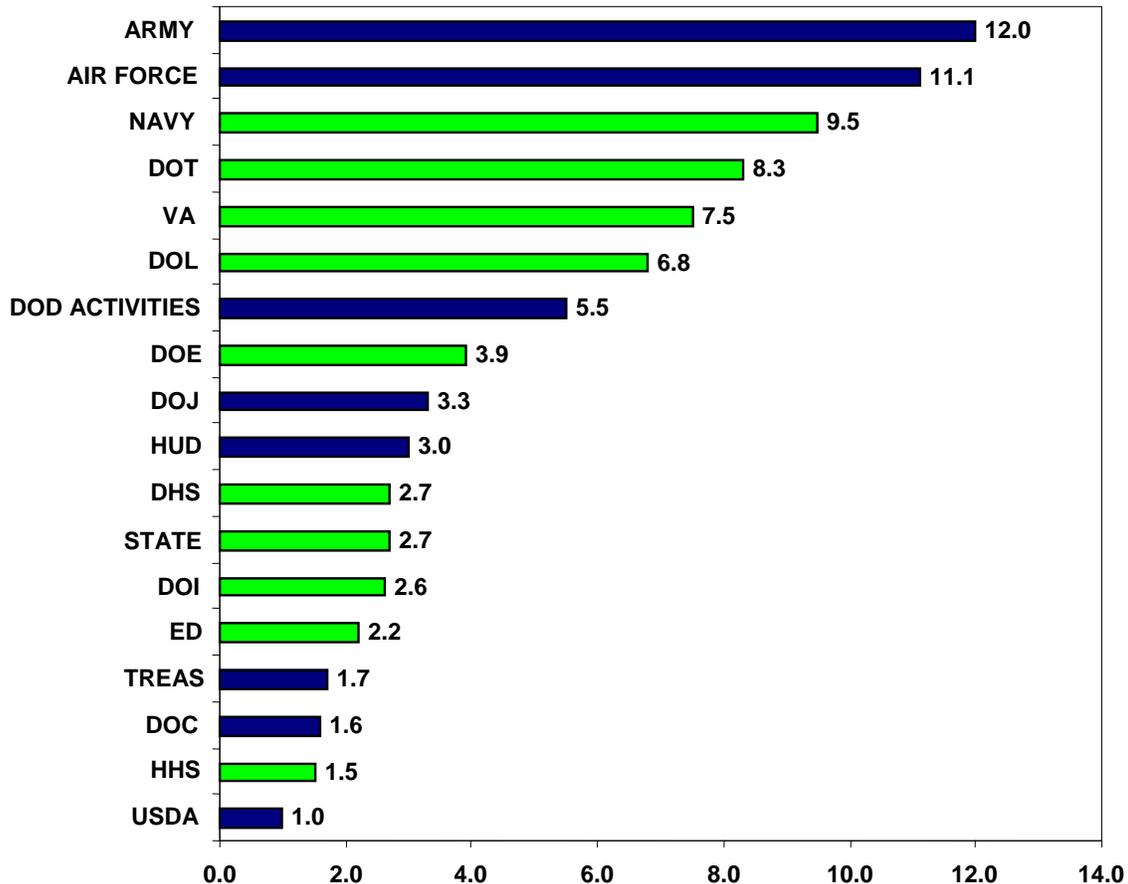
percentage of all employees hired and as a percentage of all veterans hired over the 5 fiscal years (Table 4).

Disabled Veterans

The following FY 2007 data provide information regarding new disabled veteran hires in the Federal Government. Figure 14 provides the percentages of new hires in executive departments who were disabled veterans. Figure 15 provides similar data for Federal independent agencies.

As displayed in Figure 14, nine executive departments (DOT, VA, DOL, DOE, DHS, STATE, DOI, ED, and HHS) and one military department (Navy) showed increases in the percentage of new hires who were disabled veterans during FY 2007. Six agencies showed decreases during FY 2007, with two agencies (DOD Activities and DOJ) remaining the same.

Figure 14
New Disabled Veteran Hires in Federal Executive Departments
September 30, 2007



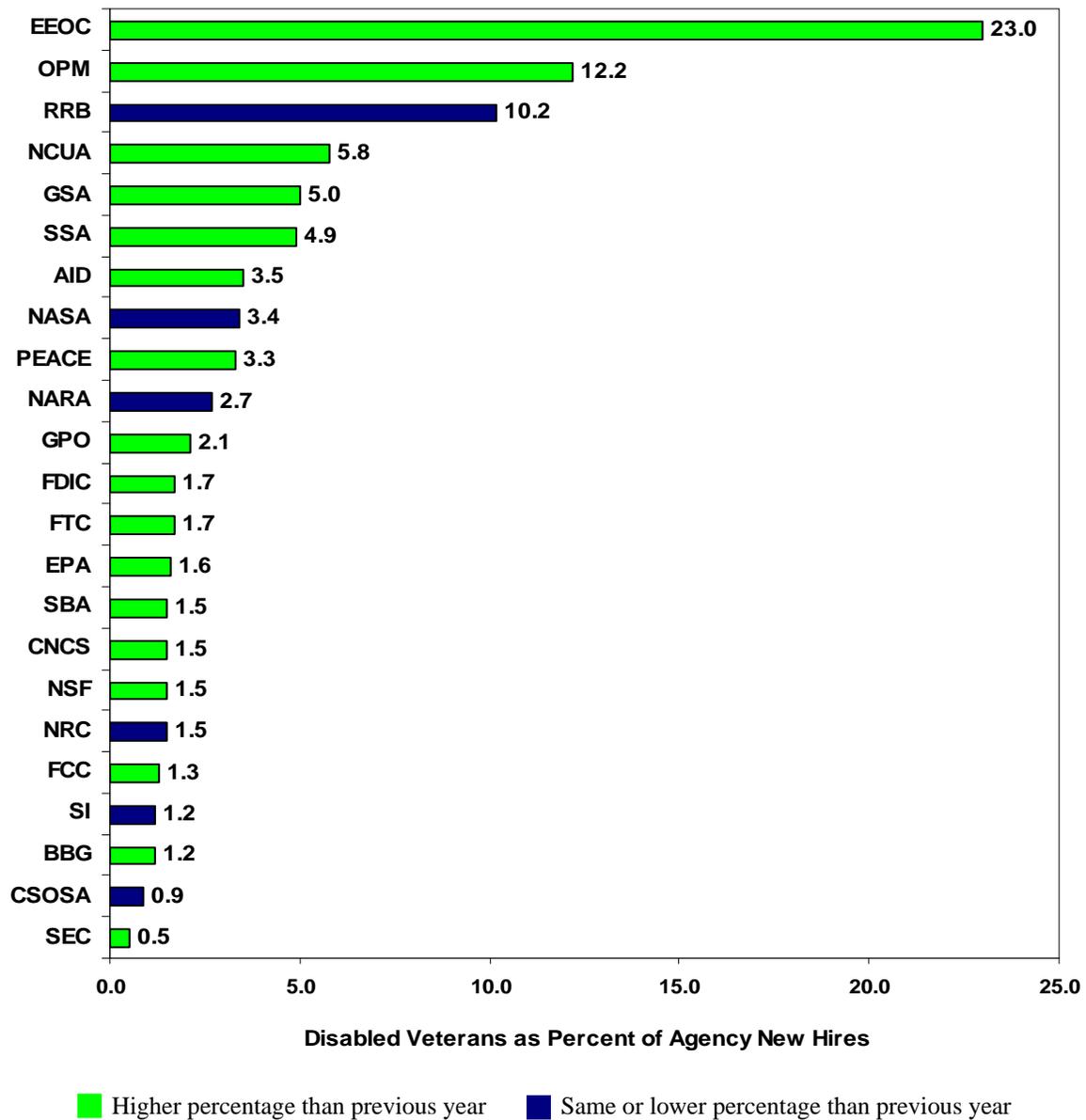
Disabled Veterans as Percent of Agency New Hires

■ Higher percentage than previous year ■ Same or lower percentage than previous year

During FY 2007, as shown in Figure 15, the three leading Federal independent agencies in hiring disabled veterans, as a percentage of their total new hires, were EEOC (23.0 percent), OPM (12.2 percent), and RRB (10.2 percent).

Seventeen Federal independent agencies showed higher percentages of their new hires during FY 2007 were disabled veterans as compared with FY 2006. Six Federal independent agencies reported lower percentages in their hiring of disabled veterans as compared to FY 2006 (Figure 15).

Figure 15
New Disabled Veteran Hires in Federal Independent Agencies
(500+ Employees) September 30, 2007



30 Percent or More Disabled Veterans

Figure 16 shows new hires of 30 percent or more disabled veterans, as a percent of all agency new hires, for Federal executive departments and military departments during FY 2007. Twelve departments increased their representation of 30 percent or more disabled veterans among new hires during FY 2007 compared with FY 2006. Two departments (Army and DOJ) indicated no percentage change. Four agencies (Air Force, TREAS, DOC, and USDA) reported decreased hiring of 30 percent or more disabled veterans as a percentage of new hires.

Figure 16
New Hires of 30 Percent or More Disabled Veterans in Federal Executive Departments, September 30, 2007

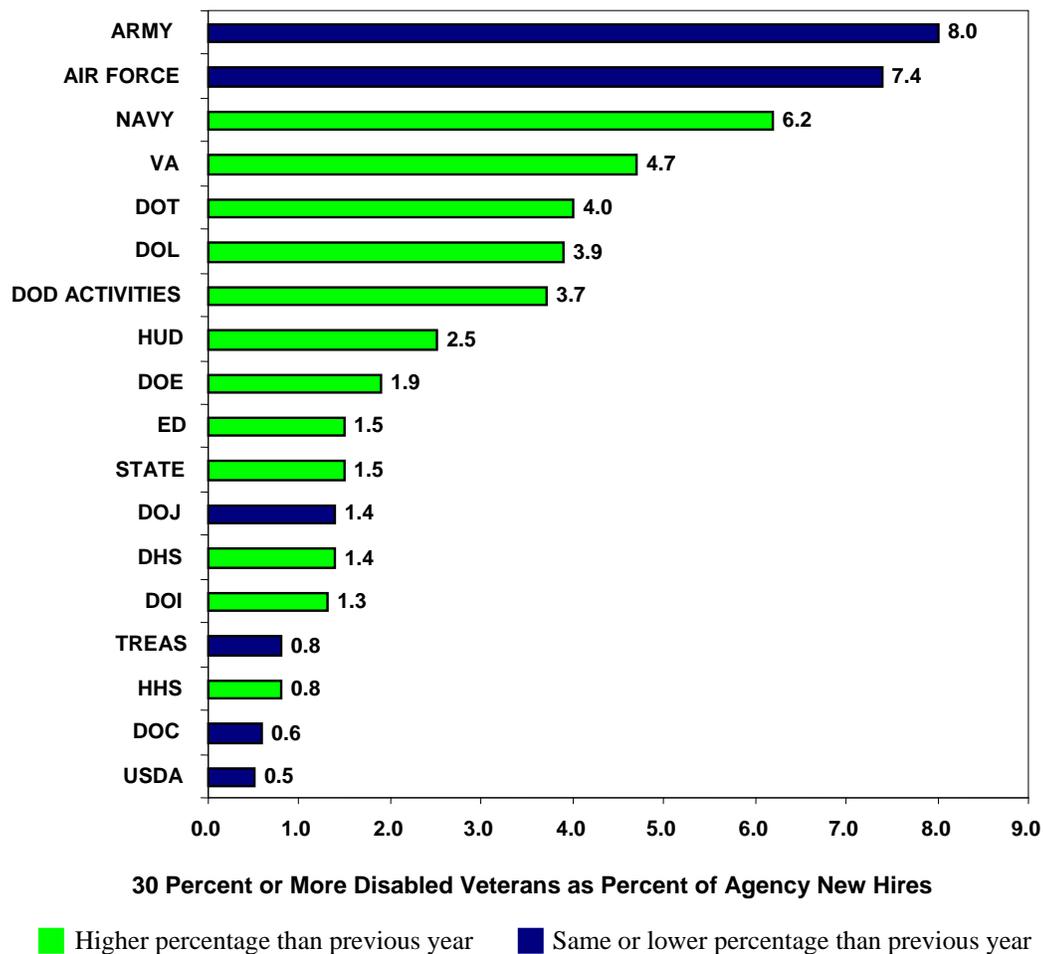
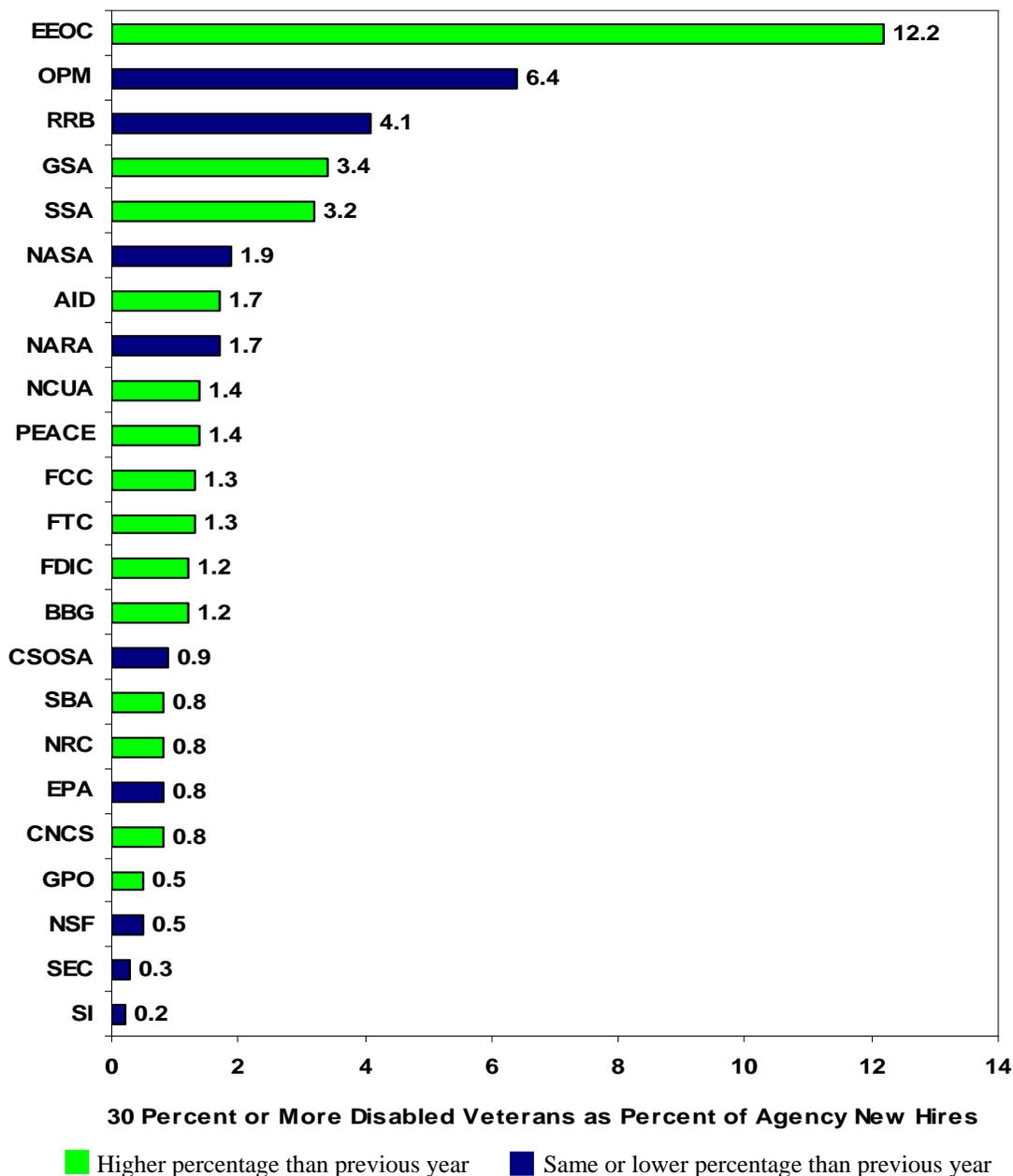


Figure 17 shows the representation of 30 percent or more disabled veterans among new hires in Federal independent agencies during FY 2007. As displayed in the figure, fourteen agencies showed increased percentage point changes from FY 2006.

There were nine independent agencies (OPM, RRB, NASA, NARA, CSOSA, EPA, NSF, SEC, and SI) that showed declines in the representation of 30 percent or more disabled veterans among new hires during FY 2007 (Figure 17).

Figure 17
New Hires of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees), September 30, 2007

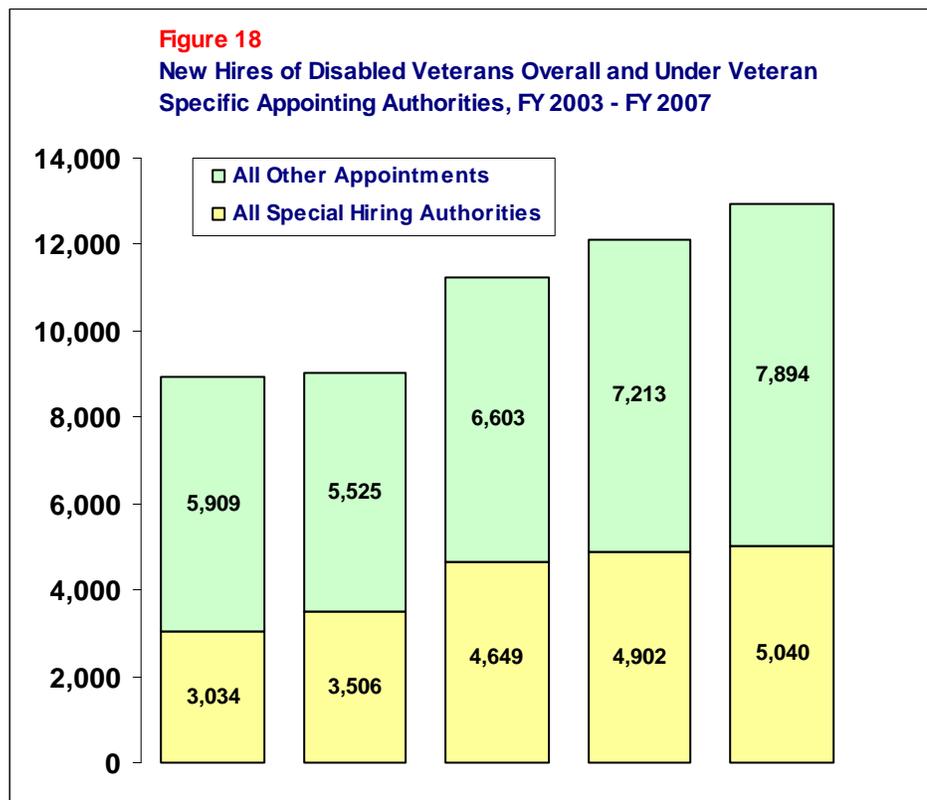


Special Appointing Authorities for Hiring Veterans

Veterans bring a wealth of experience, technical expertise, discipline, and eagerness to the Federal civilian workforce. Several special hiring authorities are available for agencies' discretionary use in recruiting veterans to fill civilian positions. These special authorities include the 30 percent or more disabled veteran appointment authority and the Veterans Recruitment Appointment (VRA) authority.

30 Percent or More Disabled Veteran

The 30 percent or more disabled veteran appointment authority allows an agency to give a temporary or term appointment to a 30 percent or more disabled veteran with a service-connected disability, as rated by the Department of Veterans Affairs or DOD, to any position for which he or she is qualified (5 U.S.C. 3112; 5 CFR 316.302, 316.402 and 315.707). After demonstrating satisfactory performance, the disabled veteran may be converted to a career-conditional appointment at any time as determined by the agency. Unlike the VRA special appointing authority, which has a grade level limitation of GS-11, there is no maximum grade level limitation when agencies use the 30 percent or more disabled veteran appointment authority.



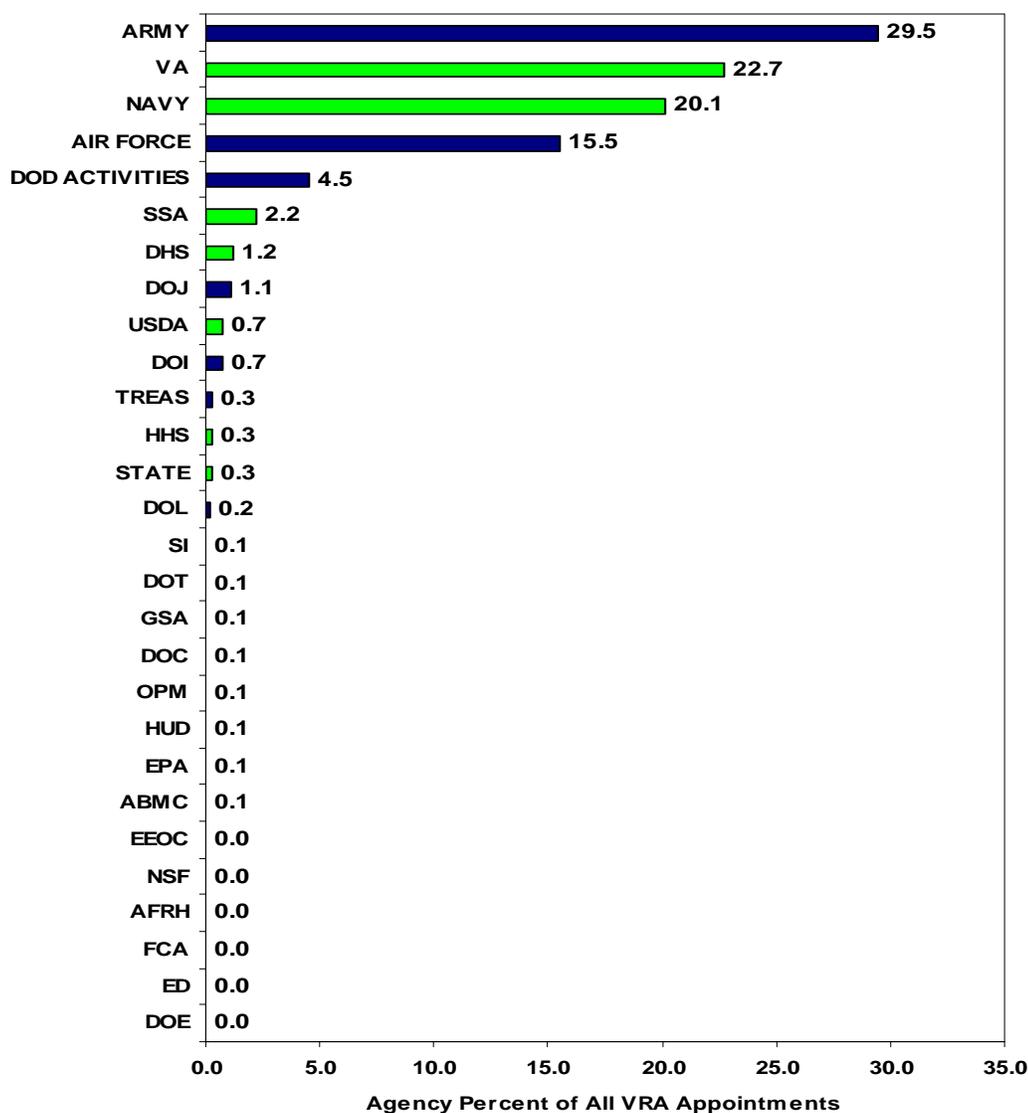
	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
30 Percent or More Disabled	828	1,043	1,252	1,265	1,068
VRA (conversions not included)	1,057	1,141	1,591	1,708	1,736
VEOA	1,149	1,322	1,806	1,929	2,236
All Special Hiring Authorities	3,034	3,506	4,649	4,902	5,040
All Other Special Appointments	5,909	5,525	6,603	7,213	7,894
Total Disabled Veteran Hires	8,943	9,031	11,252	12,115	12,934

Figure 18 provides the data for new hires of disabled veterans under various appointing authorities. For example, during FY 2007, Federal agencies used the 30 percent or more disabled veteran special appointing authority to directly hire 1,068 disabled veterans (Figure 18). The use of this particular special authority by agencies during FY 2007 reflected a decrease compared to FY 2006, when Federal agencies hired 1,265 disabled veterans (Figure 18).

Veterans Recruitment Appointment

The Veterans Recruitment Appointment (VRA) is a special authority by which agencies can appoint an eligible veteran without following competitive examining procedures (38 U.S.C. 4214, 5 CFR part 307). The VRA is an excepted service appointment to a position that is otherwise in the competitive service. After 2 years of satisfactory service, the veteran is converted from the excepted service appointment to a career-conditional appointment in the competitive service. Figure 19 provides the distribution across Federal departments and independent agencies in their percentage of VRA appointments during FY 2007.

Figure 19
VRA Appointments by Agency (Executive Departments and Other Independent Agencies) During FY 2007



■ Higher percentage than previous year ■ Same or lower percentage than previous year

As shown in Figure 19, the Army had the highest percentage (29.5 percent) of VRA hires, followed by the VA with 22.7 percent, Navy with 20.1 percent, and Air Force with 15.5 percent.

Veterans Recruitment Appointment Activity

In FY 2007, Federal agencies made 7,593 Veteran Recruitment Appointments (VRAs). This was an increase of 28 VRAs from the 7,565 VRAs made in FY 2006 (Table 5).

As shown in the following table, during FY 2007, the VRA appointing authority was used extensively in DOD (Air Force (1,174), Army (2,243), DOD Activities (340), and Navy (1,523)), making up 5,280 of all FY 2007 VRAs (7,593). The VA was the third highest agency in the use of VRAs (1,724) (Table 5).

Table 5
Veteran Recruitment Appointments (Total New Hires and Conversions) by GSR Grade within Agency – FY 2007

Agency	GSR 01-04	GSR 05-08	GSR 09-11	OTHER GRADES/ PAY PLANS	
					TOTAL
ABMC	0	4	0	0	4
AFRH	0	1	0	0	1
AIR FORCE	32	316	335	491	1,174
ARMY	216	965	542	520	2,243
DHS	1	27	57	7	92
DOC	0	2	4	1	7
DOD ACTIVITIES	15	125	139	61	340
DOE	0	0	1	0	1
DOI	8	11	10	22	51
DOJ	0	73	10	0	83
DOL	0	11	6	0	17
DOT	1	1	5	0	7
ED	0	0	1	0	1
EEOC	0	3	0	0	3
EPA	0	2	1	1	4
FCA	0	0	0	1	1
GSA	0	3	4	0	7
HHS	0	6	13	2	21
HUD	0	2	2	0	4
NAVY	138	505	486	394	1,523
NSF	0	2	0	0	2
OPM	0	0	6	0	6
SI	0	10	0	0	10
SSA	6	151	11	0	168
STATE	0	14	4	1	19
TREAS	6	13	2	4	25
USDA	2	30	23	0	55
VA	200	857	157	510	1,724
TOTAL	625	3,134	1,819	2,015	7,593

Table 6 shows the distribution of VRAs for 2,543 veterans entitled to disability compensation listed by agency and grade grouping. The largest numbers of veterans receiving disability compensation hired using the VRAs were in the VA (810), Army (610), Navy (511), and Air Force (351) (Table 6).

Table 6
Veteran Recruitment Appointments (Total New Hires and Conversions) - Veterans Entitled to Disability Compensation Listed by Agency and Grade Grouping - FY 2007

Agency	GSR 01-04	GSR 05-08	GSR 09-11	OTHER GRADES,	TOTAL
				PAY PLANS	
AIR FORCE	19	109	84	139	351
ARMY	84	228	174	124	610
DHS	0	8	12	1	21
DOC	0	1	1	1	3
DOD ACTIVITIES	7	31	31	10	79
DOI	1	4	3	3	11
DOJ	0	5	2	0	7
DOL	0	7	3	0	10
DOT	0	1	0	0	1
ED	0	0	1	0	1
EPA	0	0	0	1	1
GSA	0	2	2	0	4
HHS	0	1	2	1	4
HUD	0	2	0	0	2
NAVY	59	174	168	110	511
OPM	0	0	3	0	3
SSA	4	72	5	0	81
STATE	0	6	2	1	9
TREAS	3	3	1	2	9
USDA	0	8	7	0	15
VA	115	444	78	173	810
TOTAL	292	1,106	579	566	2,543

The VRA grade grouping in Table 6 indicates the majority of VRAs for veterans entitled to disability compensation (new hires and conversions) were at the GSR 05-08 grade level (1,106), with the second largest grade grouping at the GSR 09-11 level (579). Combined, these two grade groupings represented 1,685 of the 2,543 VRAs for veterans entitled to disability compensation (Table 6).

Table 7 shows that, during FY 2007, there were 5,050 total new hires and conversions to VRAs of veterans not receiving disability compensation. The largest number of total new hires and conversions to VRAs were in the Army (1,633), Navy (1,012), VA (914), Air Force (823), DOD Activities (261), and SSA (87).

Table 7
Total New Hires and Conversions to Veteran Recruitment Appointments – By Agency and Grade Grouping for Veterans Not Receiving Disability Compensation - FY 2007

Agency	GSR 01-04	GSR 05-08	GSR 09-11	OTHER GRADES, PAY PLANS	TOTAL
ABMC	0	4	0	0	4
AFRH	0	1	0	0	1
AIR FORCE	13	207	251	352	823
ARMY	132	737	368	396	1,633
DHS	1	19	45	6	71
DOC	0	1	3	0	4
DOD ACTIVITIES	8	94	108	51	261
DOE	0	0	1	0	1
DOI	7	7	7	19	40
DOJ	0	68	8	0	76
DOL	0	4	3	0	7
DOT	1	0	5	0	6
EEOC	0	3	0	0	3
EPA	0	2	1	0	3
FCA	0	0	0	1	1
GSA	0	1	2	0	3
HHS	0	5	11	1	17
HUD	0	0	2	0	2
NAVY	79	331	318	284	1,012
NSF	0	2	0	0	2
OPM	0	0	3	0	3
SI	0	10	0	0	10
SSA	2	79	6	0	87
STATE	0	8	2	0	10
TREAS	3	10	1	2	16
USDA	2	22	16	0	40
VA	85	413	79	337	914
TOTAL	333	2,028	1,240	1,449	5,050

Table 8 shows the FY 2007 VRA conversions to career/career-conditional appointments by the Federal agency and their respective total conversions, number of disabled veterans entitled to disability compensation, and all other veterans (not receiving disability compensation). As shown in Table 8, there were 4,908 total conversions during FY 2007, which was an increase of 816 from the 4,092 during FY 2006. In FY 2006, 1,293 disabled veterans and 2,799 non-disabled veterans were converted to career/career-conditional appointments.

As shown in Table 8, the agencies showing the highest number of total conversions of VRA appointments in the first column to career/career-conditional appointments were Army (2,241), Air Force (1,144), Navy (751), VA (249), and DOJ (148). The Army had the largest number of conversions of all agencies in both disabled veterans and all other veterans during FY 2007 (Table 8).

Table 8
VRA Conversion to Career/Career-Conditional Appointments by Total, Disabled Veterans Entitled to Disability Compensation, and All Other Veterans - FY 2007

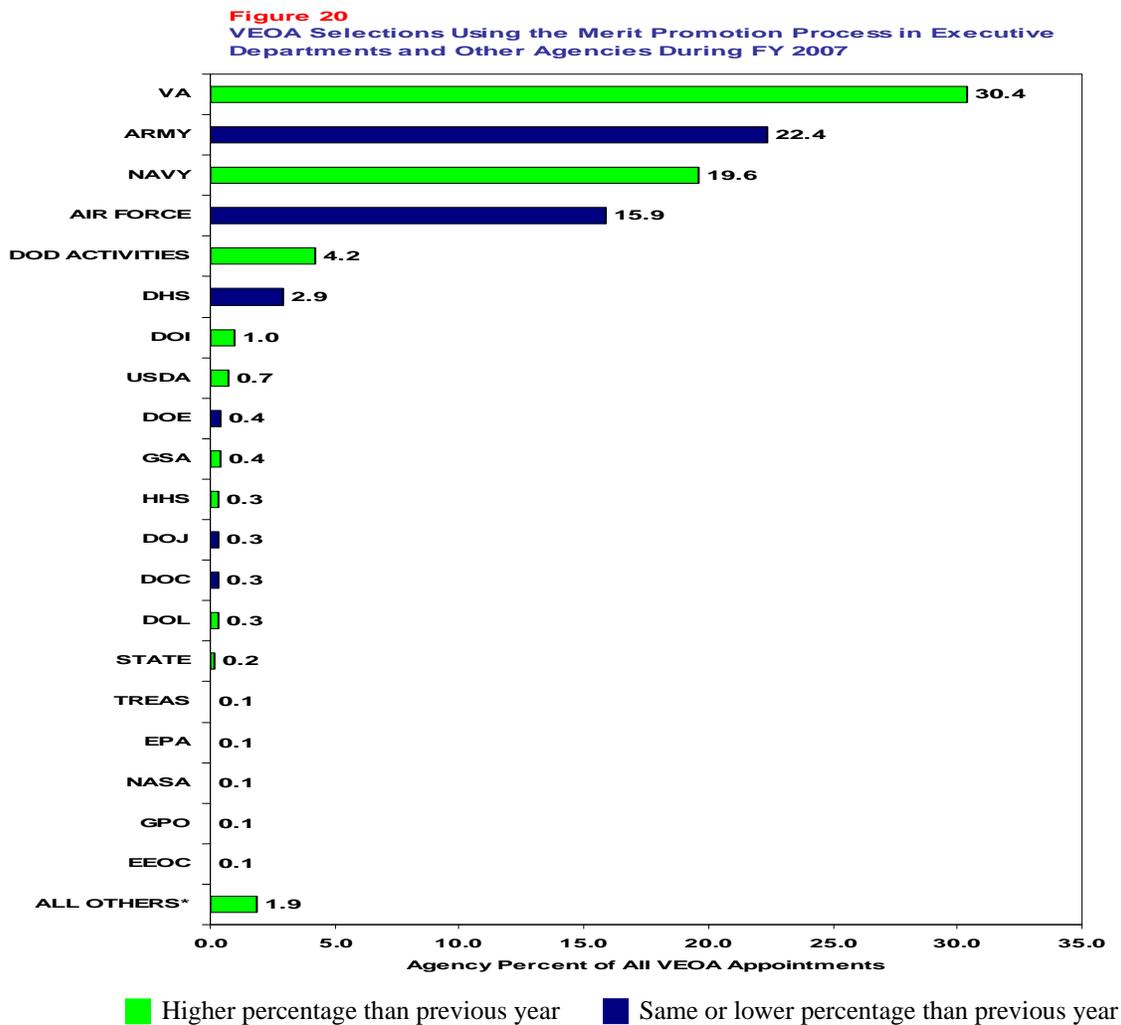
Agency	Total Conversions	Disabled Veterans	All Other Veterans
AIR FORCE	1,144	326	818
ARMY	2,241	719	1,522
DHS	25	7	18
DOC	3	1	2
DOD ACTIVITIES	199	71	128
DOE	4	1	3
DOI	25	12	13
DOJ	148	13	135
DOL	11	4	7
DOT	4	2	2
ED	1	0	1
EPA	2	2	0
GSA	4	1	3
HHS	1	0	1
HUD	2	0	2
NASA	1	0	1
NAVY	751	330	421
OPM	5	3	2
SI	2	0	2
SSA	58	27	31
STATE	2	0	2
TREAS	11	3	8
USDA	14	4	10
USTR	1	0	1
VA	249	128	121
TOTAL	4,908	1,654	3,254

Veterans Employment Opportunities Act

In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA). Section 3304(f) of title 5, United States Code, codifying section 2 of the Act, requires that Federal agencies must allow preference eligibles and certain veterans to apply for positions announced under merit promotion procedures whenever the agency is recruiting from outside its own workforce.

During FY 2007, there were 13,438 preference eligibles and veterans selected for Federal employment after consideration under section 3304(f) of title 5, United States Code. This was an increase of 434 from the 13,004 preference eligibles and veterans selected during FY 2006.

Figure 20 shows the VA hired the largest percentage of applicants considered under 3304(f) with 30.4 percent, followed by Army (22.4 percent), Navy (19.6 percent) and Air Force (15.9 percent). The All Others* (1.9 percent) category included 19 Federal agencies (USAID, OA, ED, FTC, HMM, AFRH, RRB, CPSC, SSS, DOT, FDIC, CSOSA, HUD, BBG, NSF, SEC, SI, NARA, and OPM).



Promotion of Veterans in the Federal Non-Postal Workforce

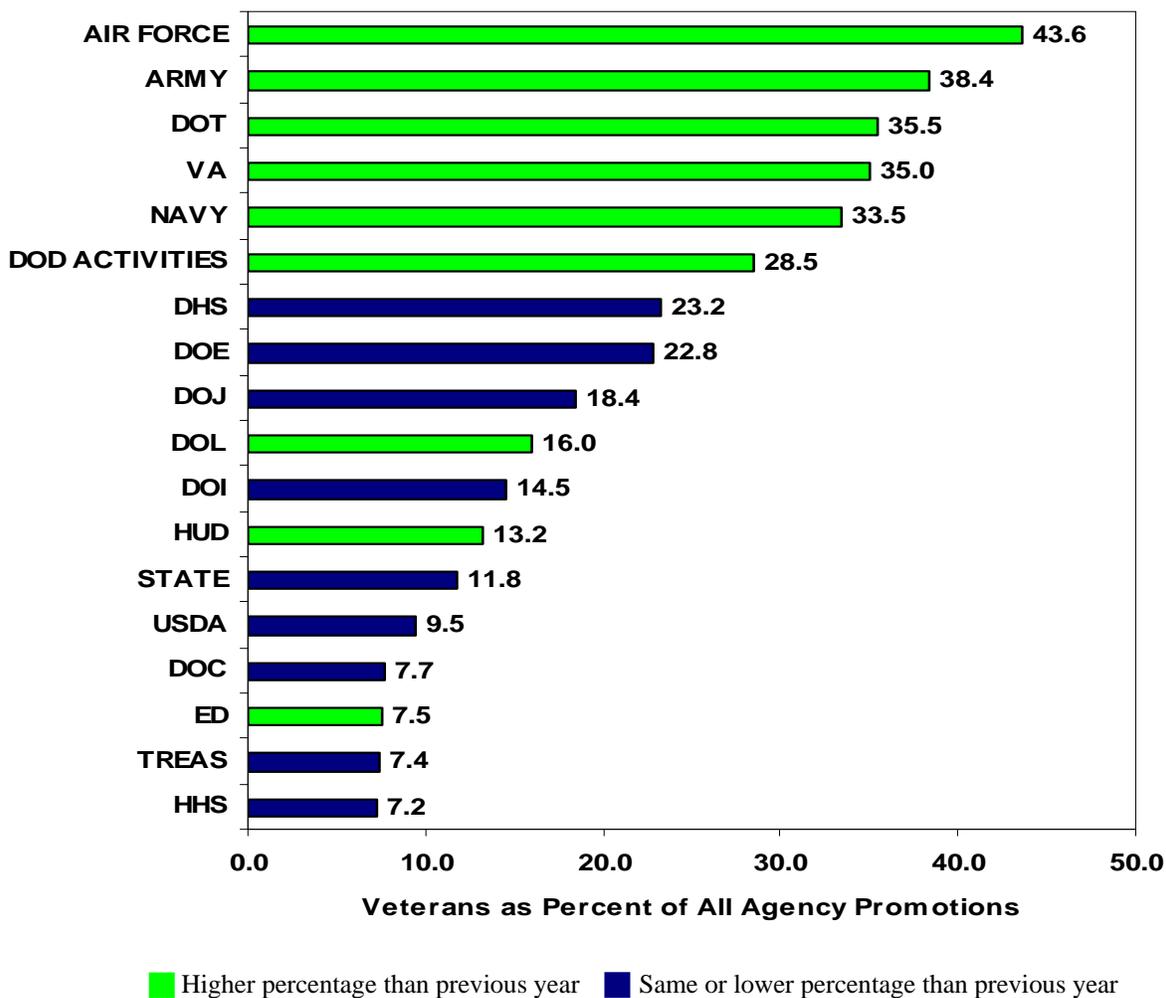
During FY 2007, there were 290,855 promotions¹ in the Federal workforce with veterans having received 67,612 promotions (23.2 percent of all employee promotions).

¹Promotions include changes of an employee to a position at a higher-grade level within the same pay system or to a position with a higher rate of pay in a different pay system. The data excludes movement between agencies that resulted in a higher grade.

Disabled veterans received 15,886 promotions, or 5.5 percent of all employees and 23.5 percent of all veterans. In a subset of the disabled veterans that received promotions, those identified as 30 percent or more disabled veterans received 8,748 of the 15,886 promotions. Vietnam Era veterans received 15,240 promotions (5.2 percent of all employees) during FY 2007.

Figure 21 shows nine departments during FY 2007 increased their percentage of veterans receiving promotions, compared to FY 2006. The Air Force had the highest percentage of veteran promotions (43.6 percent), followed by Army (38.4 percent), DOT (35.5 percent), VA (35.0 percent), and Navy (33.5 percent). In the Air Force, Army, DOT, VA, and Navy, the percentage of promotions received by veterans also increased from FY 2006. One department (TREAS) remained the same in comparison with FY 2006 (7.4 percent) and the remaining eight Federal departments declined in their veterans' promotion percentages.

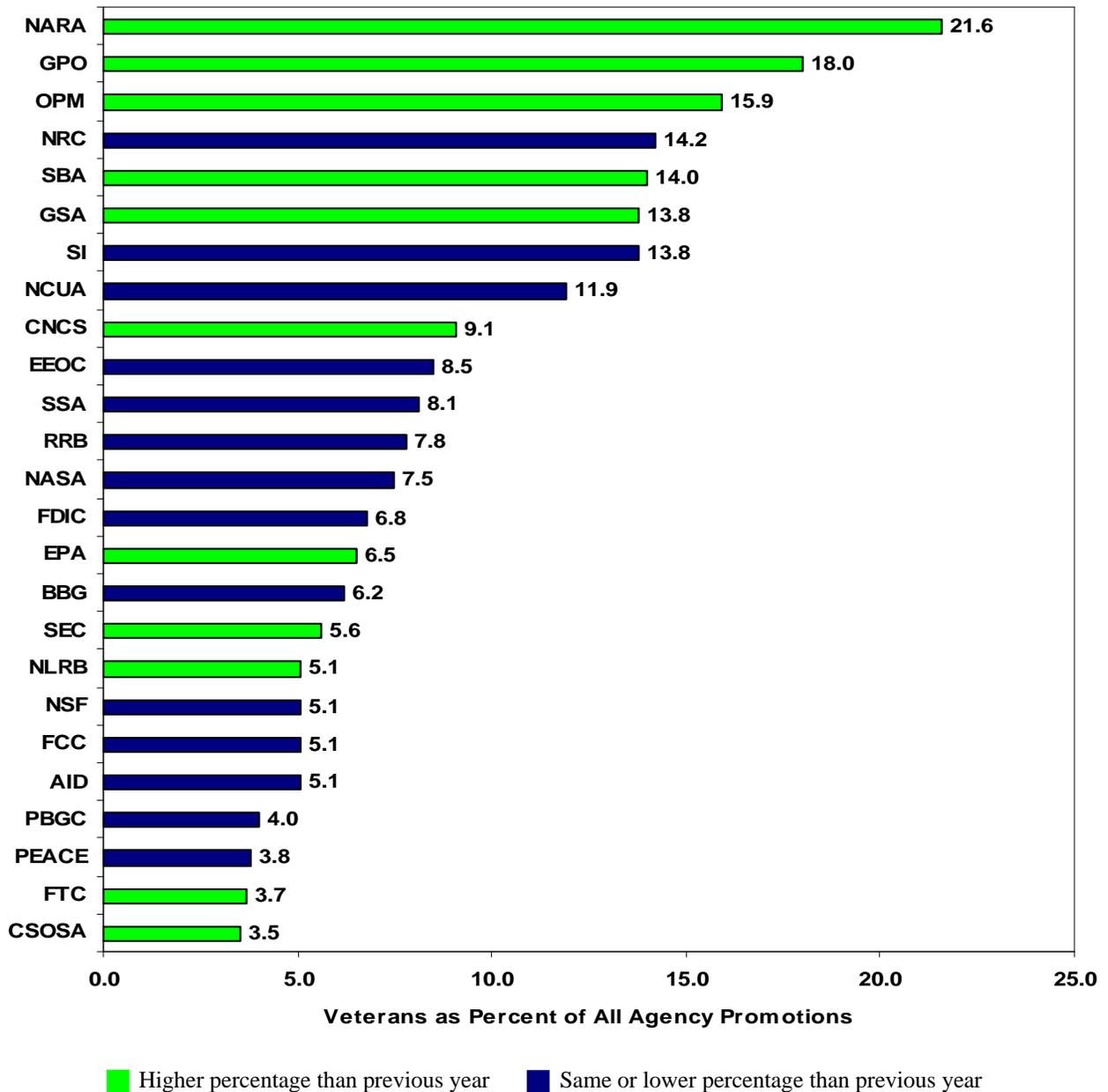
Figure 21
Promotions of Veterans in Federal Executive Departments
During FY 2007



As shown in Figure 22, 11 Federal independent agencies increased their percentage of veteran promotions from FY 2006 to FY 2007. The leading agencies were NARA (21.6 percent), GPO (18.0 percent), OPM (15.9 percent), NRC (14.2 percent), and SBA (14.0 percent).

In Figure 22, 14 Federal independent agencies showed lower percentages than in FY 2006.

Figure 22
Promotions of Veterans in Federal Independent Agencies (500+ Employees)
During FY 2007

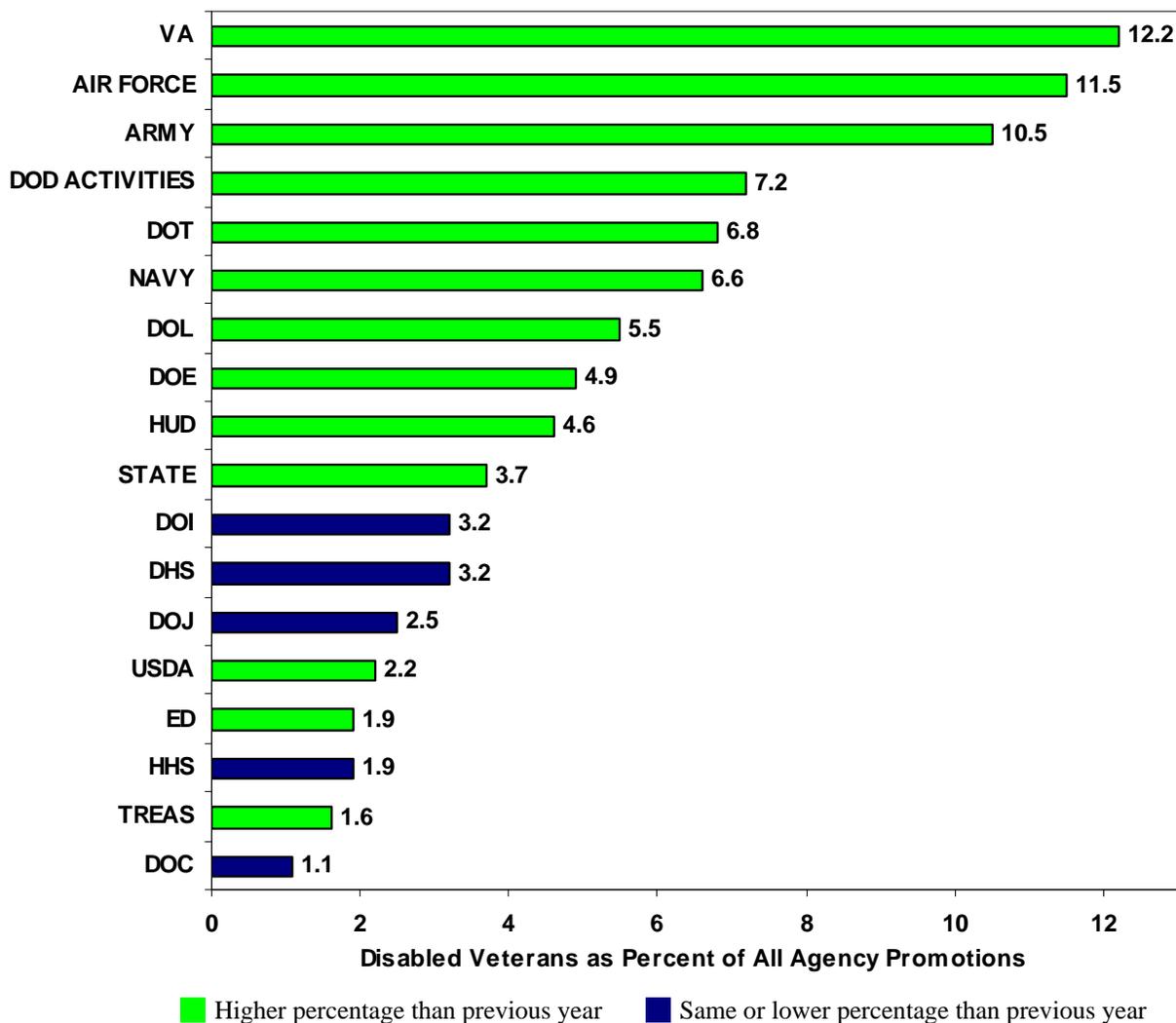


Promotion of Disabled Veterans

In FY 2007, the total on-board disabled veteran promotions increased to 15,886 (5.5 percent of all promotions) as compared to 14,605 (5.5 percent) in FY 2006. This figure shows the increase represented 1,281 more promotions for disabled veterans during FY 2007.

Figure 23 shows the percentage of promotions received by disabled veterans in Federal executive and military departments. Ten executive and three military departments showed increases in their respective agencies' representation of disabled veterans among promotions from FY 2006 (Figure 23). The highest promotion percentages were in VA (12.2 percent), Air Force (11.5 percent), Army (10.5 percent), and DOD Activities (7.2 percent).

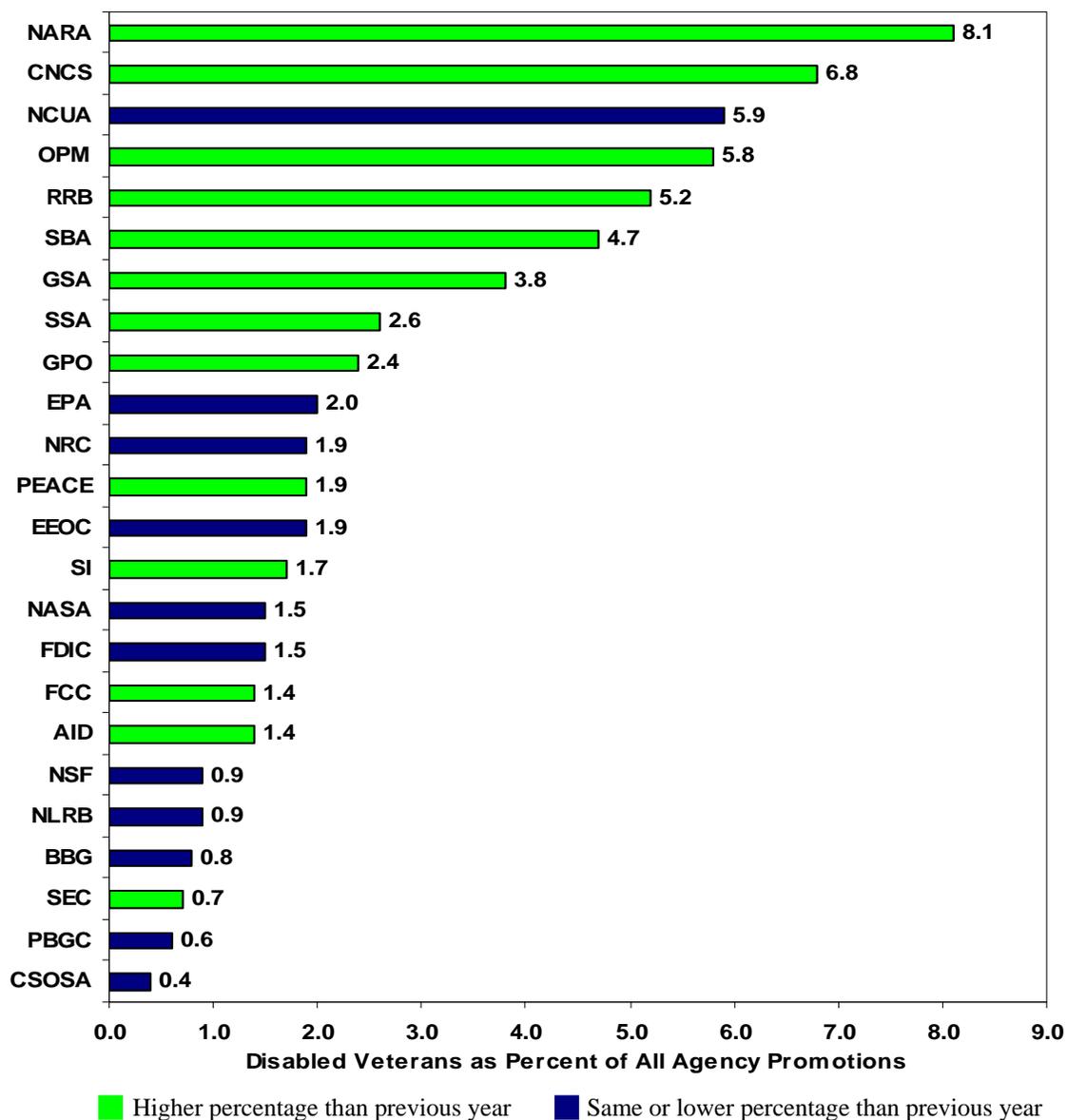
Figure 23
Promotions of Disabled Veterans in Federal Departments
During FY 2007



As shown in Figure 24, 13 Federal independent agencies, with 500 or more employees, increased their respective percentages of disabled veterans’ promotions from FY 2006 to FY 2007. Eight agencies (NCUA, EEOC, NASA, FDIC, NSF, BBG, PBGC, and CSOSA) decreased in their percentages from the previous year, and three agencies (EPA, NRC, and NLRB) indicated no percentage change from FY 2006 to FY 2007 (Figure 24).

The top five Federal independent agencies in promoting disabled veterans during FY 2007, as reflected in the percentage of their promotions that went to disabled veterans, were NARA (8.1 percent), CNCS (6.8 percent), NCUA (5.9 percent), OPM (5.8 percent), and RRB (5.2 percent).

Figure 24
Promotions of Disabled Veterans in Federal Independent Agencies
(500+ Employees) During FY 2007

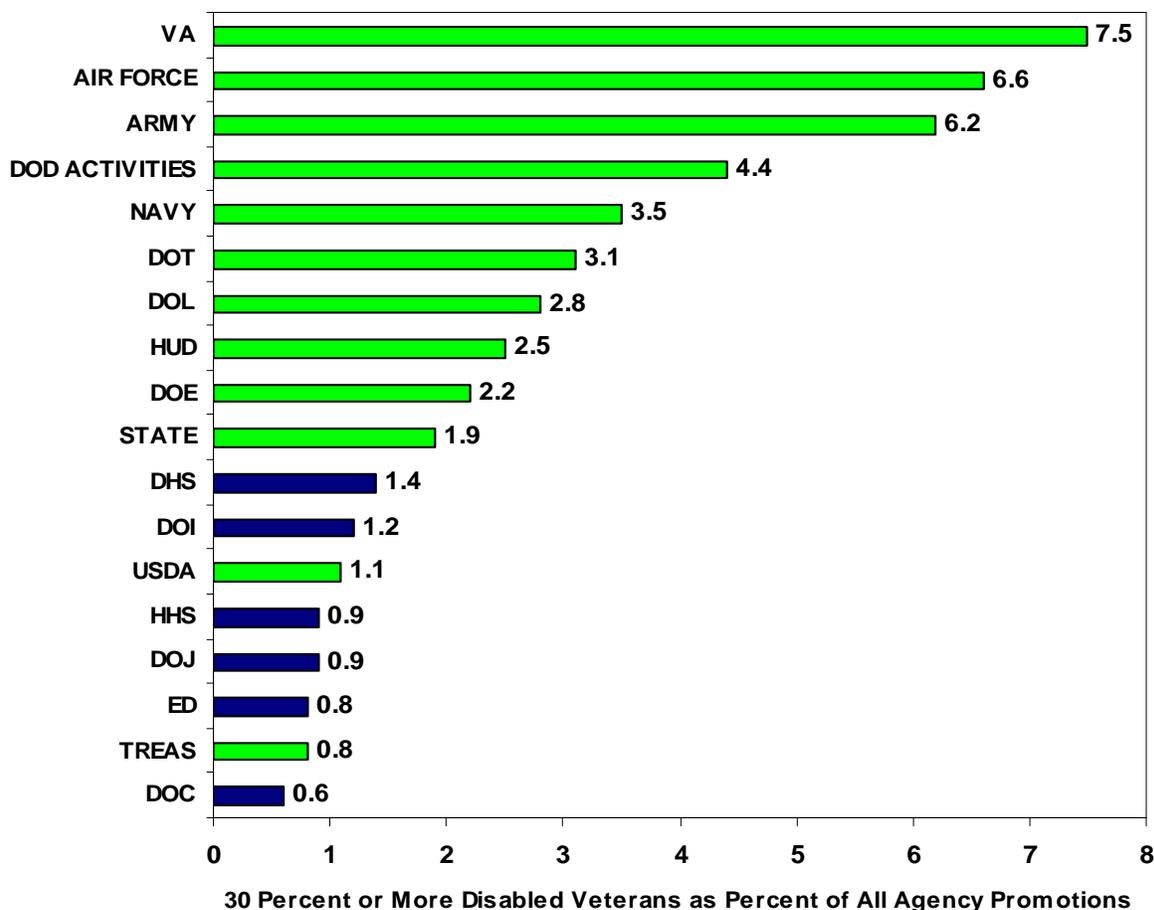


Promotion of 30 Percent or More Disabled Veterans

In FY 2007, 12 departments (9 executive and 3 military) showed increases in their respective promotion rates of 30 percent or more disabled veterans from FY 2006 to FY 2007 (Figure 25). The five leading agencies in percentage of promotions for 30 percent or more disabled veterans were VA (7.5 percent), Air Force (6.6 percent), Army (6.2 percent), DOD Activities (4.4 percent), and Navy (3.5 percent). One agency (ED) remained the same in comparison with FY 2006, with 0.8 percent. Five agencies (DHS, DOI, HHS, DOJ, and DOC) declined in percentages during FY 2007.

Figure 25

Promotions of 30 Percent or More Disabled Veterans in Federal Executive Departments During FY 2007

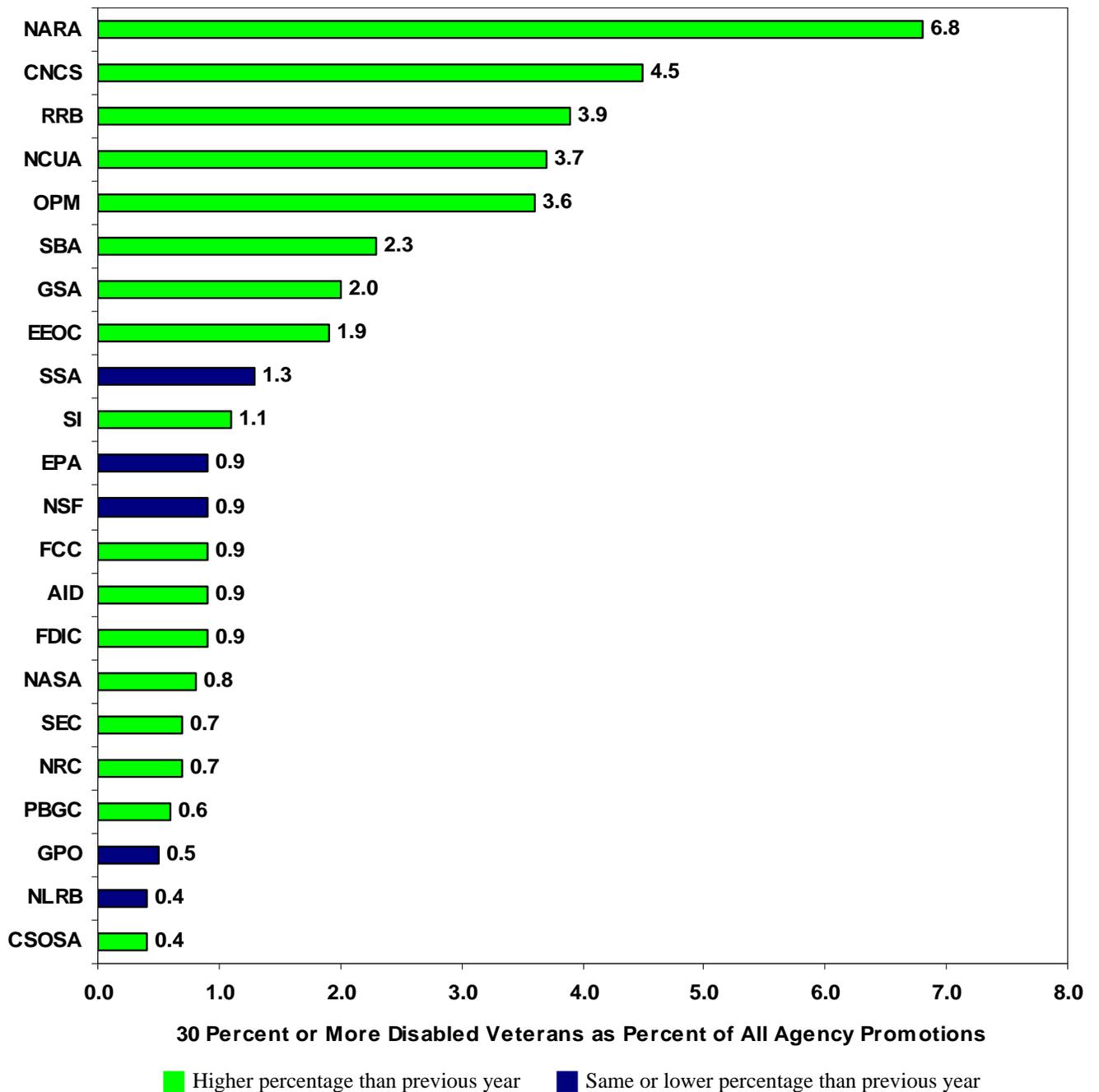


■ Higher percentage than previous year ■ Same or lower percentage than previous year

Figure 26 shows the promotions of 30 percent or more disabled veterans, as a percentage of all agency promotions, in Federal independent agencies (500+ employees) during FY 2007.

Overall, 17 independent agencies (NARA, CNCS, RRB, NCUA, OPM, SBA, GSA, EEOC, SI, FCC, AID, FDIC, NASA, SEC, NRC, PBGC, and CSOSA) showed increases in their promotion percentage rates for this group of veterans from FY 2006 to FY 2007.

Figure 26
Promotions of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees) During FY 2007



As shown in Figure 26, the five independent agencies with the highest percentages of promotions going to 30 percent or more disabled veterans were NARA (6.8 percent), CNCS (4.5 percent), RRB (3.9 percent), NCUA (3.7 percent), and OPM (3.6 percent). One agency (SSA) remained the same, (1.3 percent) and four agencies (EPA, NSF, GPO, and NLRB) declined in their percentages during FY 2007 as compared to FY 2006.

Retirements of Veterans in the Federal Non-Postal Workforce

During FY 2007, there were 60,683 employee retirements from the total on-board Federal civilian workforce. In comparison with the previous 4 fiscal years, the data shows there were 51,146 retirements in FY 2003; 54,229 in FY 2004; 59,919 in FY 2005; and 58,626 in FY 2006. The trend showed a slight decline in FY 2006 from the previous fiscal year in overall employee retirements; however, there was an increase of 2,057 retirements from FY 2006 to FY 2007.

In reviewing the population of veterans who retired from the Federal Government during FY 2007, there were 23,557 retiring veterans, representing 38.8 percent of all employee retirements. Of this number, 4,259 were disabled veterans (7.0 percent of all employee retirements). As a subset of the retired disabled veterans, 1,860 (3.1 percent of all employee retirements) were rated as 30 percent or more disabled veterans.

Looking at previous years, the number of veterans retiring from the Federal workforce along with their percentage of all retiring employees was 22,038 (43.1 percent) in FY 2003; 22,148 (40.8 percent) in FY 2004; 23,758 (39.7 percent) in FY 2005; and 23,377 (39.9 percent) in FY 2006.

Retirement of disabled veterans, and their percentage of all employee retirements, was 4,088 (8.0 percent) in FY 2003; 4,063 (7.5 percent) in FY 2004; 4,317 (7.2 percent) in FY 2005; 4,188 (7.1 percent) in FY 2006, and 4,259 (7.0 percent) in FY 2007.

Retirement of 30 percent or more disabled veterans, as a percentage of all employee retirements, was 1,757 (3.4 percent) in FY 2003; 1,752 (3.2 percent) in FY 2004; 1,934 (3.2 percent) in FY 2005; 1,852 (3.2 percent) in FY 2006, and 1,860 (3.1) during FY 2007.

Separations of VRA Appointees

Table 9 shows the FY 2007 separations of employees serving under Veterans Recruitment Appointments (VRA) and their reasons for separating. The two largest categories of VRA separations were Quits and Separations for Cause. During FY 2007, Quits (1,129) and Separations for Cause (227) accounted for 1,356, or 90.2 percent, of all VRA separations (1,503).

Table 9 shows the four leading agencies with the largest number of Quits for VRA appointees were the Army (388), VA (282), Navy (174), and Air Force (152). For Separations for Cause, the leading agencies were VA (127), Army (52), Navy (16), and DoD Activities (12).

In reviewing the separation of VRA appointees by the four leading agencies (Army, VA, Air Force, and Navy), we found their combined agency data showed 996 Quits, 204 Separations for

Cause, 24 Other Terminations, 5 Reduction in Force separations, 65 Retirements, and 24 Deaths (Table 9).

During both FY 2007 and FY 2006, the largest category of all VRA appointee separations was through Quits (1,129 in FY 2007 and 1,090 in FY 2006). In combining these fiscal year totals, 2,219 veterans quit Federal employment in this two-year period. The second largest category (Separations for Cause) shows there were 227 in FY 2007 and 231 during FY 2006, for a combined 458 veterans who were separated for cause over this same period of time.

Table 9
Separations of VRA Appointees By Agency
FY 2007

Agency	Quits	Separations for Cause	Reduction in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	152	9	1	2	2	2	168
USDA	4	0	0	0	5	0	9
ARMY	388	52	2	7	10	5	464
DOC	2	1	0	0	0	0	3
DOD ACTIVITIES	33	12	0	0	2	1	48
DOJ	44	2	0	0	1	0	47
DOL	4	0	0	0	0	0	4
EPA	2	0	0	0	0	0	2
GSA	1	0	0	0	0	0	1
DHS	9	3	0	1	3	0	16
HUD	1	0	0	0	1	0	2
DOI	7	2	0	8	1	0	18
NAVY	174	16	2	1	2	4	199
OPM	1	0	0	0	0	0	1
SI	7	1	0	0	2	0	10
SSA	9	1	0	4	0	0	14
TREAS	9	1	0	0	0	0	10
VA	282	127	0	14	51	13	487
TOTAL	1,129	227	5	37	80	25	1,503

Table 10 shows separation data for VRA appointees during FY 2007 by agency for those veterans entitled to disability compensation, along with their reason for separating from the Federal workforce. The FY 2007 data in the table indicates there were 554 separations of VRA appointees who had been entitled to disability compensation. This is an increase of 56 separations of VRA appointees from the 498 separations during FY 2006.

The largest category of separations for all VRA disabled veterans was in Quits (403), while the second largest category was Separations for Cause (97). These two categories (Quits and Separations for Cause) combined account for 500, or 90.3 percent, of the 554 VRA separations of veterans entitled to disability compensation in FY 2007 (Table 10). There were no reported

reductions in force that included VRA appointees entitled to receive disability compensation in FY 2007.

Agency	Quits	Separations for Cause	Other Terminations	Retirements	Deaths	Total
AIR FORCE	48	4	1	1	1	55
USDA	1	0	0	1	0	2
ARMY	123	16	1	6	2	148
DOC	1	1	0	0	0	2
DOD ACTIVITIES	13	5	0	0	0	18
DOJ	7	0	0	0	0	7
DOL	1	0	0	0	0	1
DHS	3	0	0	0	0	3
DOI	3	2	1	0	0	6
NAVY	63	6	0	2	2	73
SI	1	0	0	0	0	1
SSA	5	1	1	0	0	7
TREAS	3	1	0	0	0	4
VA	131	61	5	26	4	227
TOTAL	403	97	9	36	9	554

During FY 2007, the third leading category of separations of VRA appointees entitled to disability compensation was in retirements. As shown in the table, 36 VRA retirees were entitled to disability compensation (Table 10). Twenty-six of these retirees were in VA, six in the Army, two in the Navy, and one each were in Air Force and USDA.

Table 11 on the following page shows the separations of VRA appointees who were not entitled to receive any form of disability compensation. The four Federal agencies showing the largest totals for separations of non-disabled veterans were Army (326), VA (276), Navy (132), and Air Force (115). The data for these four agencies show there were 849 separations of VRA appointees who were not entitled to disability compensation (85.5 percent of the total separations from Federal employment).

The highest category of separations for those VRA appointees not entitled to receive disability compensation was Quits (757). The second largest was Separations for Cause (136) (Table 11). Combined, these two categories accounted for 893 (90.0 percent) of the 993 separations of veterans not entitled to disability compensation during FY 2007.

Table 11
Separations of VRA Appointees By Agency - Veterans Not Entitled to Disability Compensation
FY 2007

Agency	Quits	Separations for Cause	Reductions in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	106	5	1	1	1	1	115
USDA	3	0	0	0	4	0	7
ARMY	275	36	2	6	4	3	326
DOC	1	1	0	0	0	0	2
DOD ACTIVITIES	21	8	0	0	2	1	32
DOJ	40	2	0	0	1	0	43
DOL	3	0	0	0	0	0	3
EPA	2	0	0	0	0	0	2
GSA	1	0	0	0	0	0	1
DHS	6	3	0	1	3	0	13
HUD	1	0	0	0	1	0	2
DOI	4	0	0	8	1	0	13
NAVY	117	10	2	1	0	2	132
OPM	1	0	0	0	0	0	1
SI	7	1	0	0	2	0	10
SSA	5	0	0	3	0	0	8
TREAS	7	0	0	0	0	0	7
VA	157	70	0	11	29	9	276
TOTAL	757	136	5	31	48	16	993

Tennessee Valley Authority

The Tennessee Valley Authority's (TVA) total workforce decreased from 12,600 employees in FY 2006 to 12,013 employees in FY 2007. Veterans declined from 2,477 in FY 2006 to 2,219 in FY 2007. As a percentage of the TVA employee workforce, veterans represented 18.5 percent (2,219) of the total TVA workforce (Table 12).

Table 12 shows the total numbers of veterans, and their percentage of the total TVA workforce, have continued to decline each fiscal year since FY 2003.

Disabled veterans employed in TVA represented 2.3 percent (278) of the agency's total workforce. Table 12 shows the number of disabled veterans in the TVA workforce declined from FY 2006 by 15 disabled veterans.

The data further indicate the representation of disabled veterans has remained relatively stable at 2.2 percent (FY 2003 and FY 2004) and 2.3 percent (FY 2005 through FY 2007).

Table 12
Employment of Veterans in the Tennessee Valley Authority (TVA)
FY 2003 – FY 2007

Employee Category	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Total TVA Workforce	13,379	12,742	12,703	12,600	12,013
Total TVA Veterans	3,218	2,848	2,659	2,477	2,219
% of Total Workforce	24.1%	22.4%	20.9%	19.7%	18.5%
Disabled Veterans	294	286	289	293	278
% of Total Workforce	2.2%	2.2%	2.3%	2.3%	2.3%
% of Total Veterans	9.1%	10.3%	10.8%	11.8%	12.5%
30%+ Disabled Veterans	91	89	89	93	83
% of Total Workforce	0.7%	0.7%	0.7%	0.7%	0.7%
% of Total Veterans	2.8%	3.1%	3.4%	3.8%	3.7%
% of Disabled Veterans	30.9%	31.1%	30.8%	31.7%	29.9%

Source: Tennessee Valley Authority

There were 83 (0.7 percent) 30 percent or more disabled veterans in TVA's total workforce during FY 2007. As shown in Table 12, fewer 30 percent or more disabled veterans were employed in TVA in FY 2007 than in any of the preceding four years.

TVA increased the number of promotions from 460 in FY 2006 to 466 in FY 2007. Of these 466 promotions, non-veterans received 392 promotions (84.1 percent) and veterans received 74 (15.9 percent). As a subset of all veterans' promotions, non-disabled veterans received 65 of the 74 promotions, and disabled veterans received nine promotions. As a subset of all disabled veterans' promotions, 30 percent or more disabled received two promotions.

U.S. Postal Service

The U.S. Postal Service is among the largest employers of veterans in the Nation, second only to the Department of Defense. During FY 2007, the Postal Service employed 684,564 individuals. This was a decrease of 11,326 employees from the 695,890 employed during FY 2006 (Table 13).

There were 170,851 veterans employed in the Postal Service during FY 2007. This is a decrease of 8,497 veterans from the 179,348 employed during FY 2006. The 59,114 disabled veterans represented 8.6 percent of the Postal Service's career workforce as compared to 8.8 percent (61,482) during FY 2006.

The representation of disabled veterans in the Postal Service showed a decline of 2,368 disabled veterans (Table 13). Additionally, the Postal Service's representation of 30 percent or more disabled veterans declined by 332 from 16,823 in FY 2006 to 16,491 in FY 2007.

Table 13
Employment of Veterans in the U.S. Postal Service
FY 2003 – FY 2007

Employee Category	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007
Total Workforce	729,646	706,414	704,203	695,890	684,564
Total Veterans	210,887	196,173	187,144	179,348	170,851
% of Total	28.9%	27.8%	26.6%	25.8%	25.0%
Disabled Veterans	70,053	65,956	63,456	61,482	59,114
% of Total	9.6%	9.3%	9.0%	8.8%	8.6%
% of Veterans	33.2%	33.6%	33.9%	34.3%	34.6%
30%+ Disabled Veterans	17,839	17,110	16,859	16,823	16,491
% of Total	2.4%	2.4%	2.4%	2.4%	2.4%
% of Veterans	8.5%	8.7%	9.0%	9.4%	9.7%
% of Disabled Veterans	25.5%	25.9%	26.5%	27.4%	27.9%

Source: United States Postal Service

In FY 2007, there were 25,681 total promotions made within the Postal Service. Veterans received 6,017, or 23.4 percent, of the total promotions. Disabled veterans received 2,351, or 9.2 percent, of the total employee promotions during FY 2007. As a subset, veterans with a 30 percent or more disability rating employed in the Postal Service received 734, or 2.9 percent, of the total promotions during FY 2007.

List of Agency and Department Abbreviations Used in this Report

AGENCY/DEPARTMENT	ABBREVIATION
Agency for International Development	AID
Agriculture, Department of	USDA
Air Force, Department of the	AIR FORCE
American Battle Monuments Commission	ABMC
Armed Forces Retirement Home	AFRH
Army, Department of the	ARMY
Broadcasting Board of Governors	BBG
Commerce, Department of	DOC
Consumer Product Safety Commission	CPSC
Corporation for National and Community Service	CNCS
Court Services and Offender Supervision Agency	CSOSA
Defense Activities	DOD ACTIVITIES
Education, Department of	ED
Energy, Department of	DOE
Environmental Protection Agency	EPA
Equal Employment Opportunity Commission	EEOC
Farm Credit Administration	FCA
Federal Communications Commission	FCC
Federal Deposit Insurance Corporation	FDIC
Federal Trade Commission	FTC
General Services Administration	GSA
Government Printing Office	GPO
Health and Human Services, Department of	HHS
Holocaust Memorial Museum	HMM
Homeland Security, Department of	DHS
Housing and Urban Development, Department of	HUD
Interior, Department of the	DOI
Justice, Department of	DOJ
Labor, Department of	DOL
National Aeronautics and Space Administration	NASA
National Archives and Records Administration	NARA
National Credit Union Administration	NCUA
National Labor Relations Board	NLRB
National Science Foundation	NSF
Navy, Department of the	NAVY
Nuclear Regulatory Commission	NRC
Office of Administration	OA
Office of Personnel Management	OPM
Peace Corps	PEACE
Pension Benefit Guaranty Corporation	PBGC
Postal Regulatory Commission	PRC
Postal Service, U.S.	USPS

Railroad Retirement Board	RRB
Securities and Exchange Commission	SEC
Selective Service System	SSS
Small Business Administration	SBA
Smithsonian Institution	SI
Social Security Administration	SSA
State, Department of	STATE
Tennessee Valley Authority	TVA
Trade Representative, U.S.	USTR
Transportation, Department of	DOT
Treasury, Department of the	TREAS
Veterans Affairs, Department of	VA

Glossary of Terms

Central Personnel Data File (CPDF). The Central Personnel Data File (CPDF) is the automated Federal civilian database maintained by the U.S. Office of Personnel Management.

Competitive Service. For the purpose of this report, the competitive service consists of all civil service positions in the executive branch except: (a) positions that are specifically excepted by law, Executive order, or the Office of Personnel Management; (b) positions to which appointments are made by nomination from the President for confirmation by the Senate, unless the Senate otherwise directs; and (c) positions in the Senior Executive Service.

Conversions. Change from one appointment to another appointment in the same agency without a break in service.

Disabled Veterans (30 Percent or More Disabled) Hiring Authority. Pursuant to 5 U.S.C. 3112, this is a special hiring authority used by an agency to hire veterans with a compensable service-connected 30 percent or more disability.

Disabled Veterans Affirmative Action Program (DVAAP). The Disabled Veterans Affirmative Action Program (DVAAP) is designed to promote Federal employment and advancement opportunities for qualified disabled veterans.

Executive Branch. For the purpose of this report, the executive branch includes all executive branch agencies with the exception of the USPS, Postal Regulatory Commission, Central Intelligence Agency, National Security Agency, Tennessee Valley Authority, White House Office, Office of the Vice President, Board of Governors of the Federal Reserve Board, and Defense Intelligence Agency.

Excepted Service. Those civil service positions not in the competitive service or the Senior Executive Service (5 U.S.C. 2103).

Federal Civilian Workforce. The Federal civilian workforce covers permanent, part-time and full-time employment in the General Schedule and related pay plans, prevailing rate wage systems, and the Senior Executive Service.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days required by the administrative work week for their employment group or class. Full-time employees usually have a 5-day work week of 8 hours per day.

Full-Time Permanent (FTP). Full-time employees serving under permanent appointments.

General Schedule (GS). The General Schedule is the basic compensation schedule for most Federal civilian white-collar employees.

General Schedule and Related (GSR) Pay Plans. The General Schedule and any other related pay systems that follow the grade structure of the General Schedule or whose grade structure can be equated to General Schedule grades by level of work responsibility.

Grade. An indicator of hierarchical relationships among positions covered by the same pay plan. For example, GS grades range from 1 to 15.

Part-Time Employees. Employees who are regularly scheduled to work 32 or fewer hours per week.

PATCOB. PATCOB is an acronym representing the categories of Professional, Administrative, Technical, Clerical, Other White-Collar and Blue-Collar occupations.

Permanent Employees. Employees who are serving under appointments without time limits.

Senior Pay Level. Employees in the Senior Executive Service, Senior Foreign Service, and other employees earning salaries above that of grade 15 of the General Schedule.

Temporary Appointment. A temporary appointment is a nonstatus appointment to a competitive service position for a specific period not to exceed 1 year.

Term Appointment. A term appointment is a nonstatus appointment to a position in the competitive service for a specific period of more than 1 year but not more than 4 years.

Veterans' Preference. A veteran's entitlement to statutory types of preference in the Federal service based on certain active military service.

Veterans Recruitment Appointment. The VRA is a special authority by which agencies may appoint an eligible veteran without competition, in accordance with the provisions of 38 U.S.C. 4214.

Vietnam Era Veteran (VEV). A Vietnam era veteran is a person who: (1) served on active duty for a period of more than 180 days, any part of which occurred between August 5, 1964, and May 7, 1975, and was discharged or released with other than a dishonorable discharge; (2) was discharged or released from active duty for a service-connected disability if any part of such active duty was performed between August 5, 1964, and May 7, 1975; or (3) served on active duty for more than 180 days and served in the Republic of Vietnam between February 28, 1961, and May 7, 1975, and was discharged or released with other than a dishonorable discharge; or was discharged or released from active duty for a service-connected disability .



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