

# REPORT TO THE CONGRESS

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## THE EMPLOYMENT OF VETERANS IN THE FEDERAL GOVERNMENT FISCAL YEAR 2006

*Working for America*



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
NOVEMBER 2007



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director


**Message from the 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 degree possible, Federal civilian employment opportunities for returning veterans.

We are pleased to present this report to the Congress on the Federal Government's employment of veterans during Fiscal Year (FY) 2006. The report shows that the Federal Government continues to be the leader in veterans' employment. Veterans, and especially disabled veterans, are continuing to be a strong source of candidates for filling Federal vacancies.

As shown in the FY 2006 report, the Federal Government employs a higher percentage of veterans than in FY 2005. For example, there are 457,965 veterans representing 25.4 percent of the Federal workforce. This is an increase from the 456,254 veterans (25.2 percent) employed during FY 2005. In filling Full-Time Permanent (FTP) positions, the Federal Government hired 33,200 new veterans in FY 2006 representing 37.6 percent of all FTP new hires. This achievement shows the new hiring of veterans increasing by 2,176 veterans from 31,024 during FY 2005 – an increase of 7.0 percent. These examples represent only two of the many notable achievements by agencies in their employment of veterans, and especially disabled veterans, shown within this report.

OPM is unreservedly committed to upholding the merit system principles and ensuring veterans' preference. We strive daily to ensure that all veterans that are interested in finding Federal employment are provided the assistance and resources they need in their search for gainful employment. This report serves as a tool to share with our constituents and the American public the results of those efforts in promoting the employment, advancement, and retention of veterans in the Federal Government.



Linda M. Springer  
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 overall employment in the Federal workforce from October 1, 2005, to September 30, 2006, and veterans' employment, hiring, and promotion data for Fiscal Year (FY) 2006. Highlights in this FY 2006 report show:

- Total on-board employment in the Federal Government decreased from 1,813,166 in FY 2005 to 1,803,055 in FY 2006.
- Veterans, as a subset of the total on-board employment in the Federal Government, increased from 456,254 in FY 2005 to 457,965 in FY 2006.
- Disabled veterans, as a subset of the total veteran on-board employment, increased from 92,642 in FY 2005 to 97,828 in FY 2006.
- Total on-board employment of 30 percent or more disabled veterans, as a subset of disabled veterans, increased from 46,727 in FY 2005 to 51,389 in FY 2006.
- Total full-time permanent (FTP) employment in the Federal workforce decreased from 1,569,650 in FY 2005 to 1,565,159 in FY 2006.
- Veteran total on-board FTP employment increased from 425,379 in FY 2005 to 426,802 in FY 2006.
- FTP disabled veterans, as a subset of all FTP veterans' employment, increased from 85,814 in FY 2005 to 90,470 in FY 2006.
- Total FTP employment of 30 percent or more disabled veterans, as a subset of FTP disabled veterans, increased from 42,715 in FY 2005 to 46,953 in FY 2006.
- Total on-board veteran "new hires" into the Federal Government increased from 48,257 in FY 2005 to 50,108 in FY 2006; veterans represented 22.1 percent of all new hires and this is the highest representation since FY 2002.
- Total FTP veteran new hires increased from 31,024 in FY 2005 to 33,200 in FY 2006, the largest number of veteran FTP new hires since FY 2002.
- All disabled veteran FTP new hires in the Federal workforce increased from 6,719 in FY 2005 to 7,561 in FY 2006.
- Use of the 30 percent or more disabled veteran appointing authority by agencies increased from 1,252 in FY 2005 to 1,265 in FY 2006.
- Use of the Veterans Recruitment Appointment special appointing authority by agencies decreased from 7,761 in FY 2005 to 7,565 in FY 2006.
- Veterans selected for employment using the Veterans Employment Opportunities Act of 1998 by agencies decreased in usage from 14,273 in FY 2005 to 13,004 in FY 2006.

## 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. The first provision, 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.

This means that 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 applies to both candidates seeking Federal employment and to those 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). The final rule was adopted, without changes, and published in the Federal Register (72 FR 12031) effective March 15, 2007.

## Introduction

The Fiscal Year (FY) 2006 report 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 of the Federal Government, including the U.S. Postal Service (USPS) and the Tennessee Valley Authority (TVA).

For the purposes of this report, when discussing the Department of Defense (DoD) overall, DoD includes the three military departments (e.g., Army, Navy, and Air Force) and combined DoD Activities. DoD Activities consists of those Department of Defense agencies (except Departments of the Army, Navy, and Air Force) such as the Office of the Secretary of Defense, Office of Inspector General, Defense Commissary Agency, Defense Contract Audit Agency, Defense Finance and Accounting Service, Defense Information Systems Agency, Defense Logistics Agency, Defense Human Resources Activity, Department of Defense Education Activity, etcetera.

The key to abbreviations for Federal Executive and military departments and independent agencies used in this report can be found on pages 45 and 46.

The FY 2006 report distinguishes between hiring veterans for all on-board positions and hiring those in Full-Time Permanent positions. We have provided information concerning veterans entitled to disability compensation for both on-board and Full-Time Permanent positions.

The report presents information on two special appointment authorities that apply to the hiring of veterans. The two appointment authorities are the Veterans Recruitment Appointment (38 U.S.C. 4214; Pub. L. 107-288; 5 CFR part 307) and the non-competitive (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 agencies that used the Veterans Employment Opportunities Act (VEOA) (5 U.S.C. 3304, 3330; 5 CFR 213.3202 (n), and 5 CFR 335.106). The VEOA allows preference eligibles and veterans the opportunity to apply for vacancies under an agency's merit promotion procedures when the agency advertises the position outside of the agency workforce.

This report covers veterans' employment activities of Federal agencies for FY 2006. In this report, the reader will note that the report continues from the previous year's report in presenting more quantitative-type data in both tables and figures. We made this change to harmonize and improve on presenting data regarding the employing, hiring, and promoting of veterans in the Federal Government. We have included supplemental data from OPM's Central Personnel Data File providing additional information on veterans' employment in the Federal Government.

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 that the agency remained at the same percent or lower percent than the previous year.



## Data Sources

The main source of Federal employment data used in this FY 2006 report is 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.

Although data for the USPS and TVA are not in the CPDF, these agencies provided data independently for this report. The numbers for USPS and TVA that appear in this report are not included in the figures and tables for Governmentwide averages. However, the statistics reported by the USPS and TVA are included with narrative in added sections within this FY 2006 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 if a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. This statutory hiring preference includes both disabled and combat veterans. 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 (CLF) regarding veterans' disability status was published in the August 2005 special biennial 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 Bureau of Labor Statistics' report was released on May 26, 2006.

The FY 2006 report examines OPM's CPDF data for 18 Federal departments (15 Executive departments and 3 military departments) and 25 independent agencies that had 500 or more employees on-board as of September 30, 2006. In presenting the employment information in this report, the percentages are independently rounded and not forced to add to 100 percent.

## Data Exclusions

The CPDF does not include the number of employees employed by 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 Department of Agriculture Extension Service employees. 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 that enables OPM to determine veterans' status and veterans' preference.

## Employment of Veterans in the Federal Non-Postal Workforce

### Veterans

The total on-board Federal civilian workforce decreased by 10,111 employees from 1,813,166 in FY 2005 to 1,803,055 in 2006 (Table 1). However, the total number of veterans employed in the Federal Government during FY 2006 is the largest (457,965) over the 5-year period as shown in Table 1. The overall population of veterans, as a percentage of the total on-board employees in the Federal workforce, increased in FY 2006 to 25.4 percent (457,965) (Table 1). This increase was 1,711 more veterans in FY 2006 than the 25.2 percent (456,254) in FY 2005. Additionally, the total number of veterans entitled to veterans' preference in Table 1 shows an increase from 22.6 percent (410,083) in FY 2005 to 22.8 percent (410,434) in FY 2006.

	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
<b>Total On-Board Employees</b>	1,772,615	1,794,415	1,810,852	1,813,166	1,803,055
<b>Total Veterans</b>	<b>450,100</b>	<b>449,009</b>	<b>453,725</b>	<b>456,254</b>	<b>457,965</b>
% of All Employees	25.4%	25.0%	25.1%	25.2%	25.4%
<b>Veterans with Preference</b>	<b>416,172</b>	<b>395,746</b>	<b>411,627</b>	<b>410,083</b>	<b>410,434</b>
% of All Employees	23.5%	22.1%	22.7%	22.6%	22.8%
% of All Veterans	92.5%	88.1%	90.7%	89.9%	89.6%
<b>Disabled Veterans</b>	<b>80,519</b>	<b>78,450</b>	<b>87,390</b>	<b>92,642</b>	<b>97,828</b>
% of All Employees	4.5%	4.4%	4.8%	5.1%	5.4%
% of All Veterans	17.9%	17.5%	19.3%	20.3%	21.4%
<b>30% or More Disabled Veterans</b>	<b>35,154</b>	<b>35,901</b>	<b>42,010</b>	<b>46,727</b>	<b>51,389</b>
% of All Employees	2.0%	2.0%	2.3%	2.6%	2.9%
% of All Veterans	7.8%	8.0%	9.3%	10.2%	11.2%
<b>Vietnam Era Veterans</b>	<b>243,531</b>	<b>230,607</b>	<b>218,168</b>	<b>202,990</b>	<b>186,588</b>
% of All Employees	13.7%	12.9%	12.0%	11.2%	10.3%

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

As of September 30, 2006, the total number of disabled veterans employed in the Federal Government represented 5.4 percent (97,828) of the total veterans' population (457,965) (Table 1). The representation of all on-board disabled veterans in the Federal workforce in FY 2006 showed a 0.3 percentage point change, an increase in 5,186 disabled veterans, from the 5.1 percent (92,642) in FY 2005 to the 5.4 percent (97,828 disabled veterans) in FY 2006 (Table 1).

In reviewing the data in Table 1 on veterans' employment from FY 2002 through FY 2006, it shows increased hiring numbers and percentages of 30 percent or more disabled veterans in the Federal Government. During FY 2006, 30 percent or more disabled veterans reached the highest CPDF reported employment numbers in the Federal Government (51,389) since FY 2002 (Table 1). In addition, the 30 percent or more disabled veterans' category showed the highest percentage since FY 2002 in both its "% of All Employees" category with 2.9 percent and in the "% of All Veterans" category with 11.2 percent (Table 1). There was an increase of 0.3 percentage point in the employment of 30 percent or more disabled veterans from 2.6 percent (46,727) in FY 2005 to

2.9 percent (51,389) in FY 2006. This was an increase of 4,662 more 30 percent or more disabled veterans employed in the Federal workforce in FY 2006 compared to FY 2005 (Table 1).

The representation of Vietnam Era veterans in both numbers and as a percentage of all employees declined by 16,402 from 202,990 (11.2 percent) in FY 2005 to 186,588 (10.3 percent) in FY 2006 (Table 1). As shown in Table 1, since FY 2002, Vietnam Era veterans as a proportion of all veterans employed in the Federal Government, continued to decline each succeeding fiscal year in both their overall numbers and workforce percentages.

In Table 2, Full-Time Permanent (FTP) employment in the Federal workforce covered in this report decreased by 4,491 employees from 1,569,650 in FY 2005 to 1,565,159 in FY 2006. However, total veterans (426,802) increased 1,423 from 425,379 veterans in FY 2005 (Table 2). As with all on-board Vietnam Era veterans, we also see a continued decline in the FTP total numbers and percentages of FTP Vietnam Era veterans in the categories of all employees and all veterans (Table 2).

<b>Table 2</b>					
<b>Full-Time Permanent (FTP) Employment in the Federal Non-Postal Workforce</b>					
	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
<b>Total FTP Employees</b>	1,537,160	1,535,257	1,562,690	1,569,650	1,565,159
<b>Total Veterans</b>	<b>419,952</b>	<b>414,941</b>	<b>422,204</b>	<b>425,379</b>	<b>426,802</b>
<b>% of All Employees</b>	27.3%	27.0%	27.0%	27.1%	27.3%
<b>Vietnam Era Veterans</b>	<b>231,565</b>	<b>217,760</b>	<b>206,621</b>	<b>192,245</b>	<b>176,426</b>
<b>% of All Employees</b>	15.1%	14.2%	13.2%	12.2%	11.3%
<b>% of All Veterans</b>	55.1%	52.5%	48.9%	45.2%	41.3%
<b>Disabled Veterans</b>	<b>74,595</b>	<b>72,570</b>	<b>81,031</b>	<b>85,814</b>	<b>90,470</b>
<b>% of All Employees</b>	4.9%	4.7%	5.2%	5.5%	5.8%
<b>% of All Veterans</b>	17.8%	17.5%	19.2%	20.2%	21.2%
<b>30%+ Disabled Veterans</b>	<b>31,992</b>	<b>32,650</b>	<b>38,390</b>	<b>42,715</b>	<b>46,953</b>
<b>% of All Employees</b>	2.1%	2.1%	2.5%	2.7%	3.0%
<b>% of All Veterans</b>	7.6%	7.9%	9.1%	10.0%	11.0%
<b>% of All Disabled Vets</b>	42.9%	45.0%	47.4%	49.8%	51.9%

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

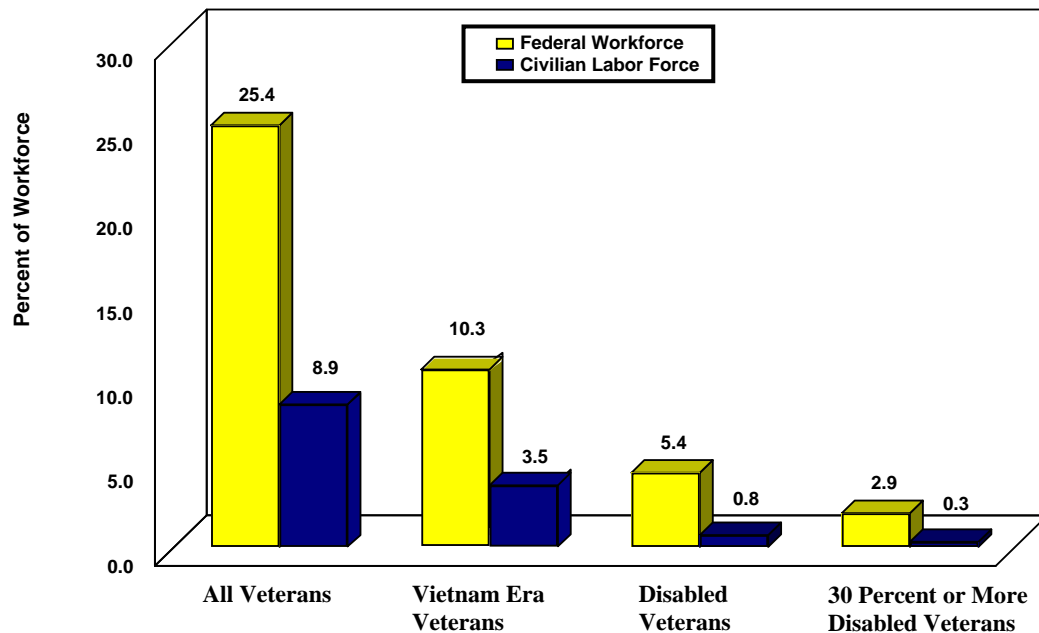
Disabled veterans, as shown in Table 2, increased their numbers in FTP positions during FY 2006. Disabled veterans represented 5.8 percent of all employees and 21.2 percent of all veterans employed in FTP positions. The numbers and percentages for employing disabled veterans have increased each fiscal year since 2003 (Table 2).

Table 2 shows employment of 30 percent or more disabled veterans continued to increase in the Federal Government's workforce during FY 2006. In all three sub-categories (i.e., percent of all employees, percent of all veterans, and percent of all disabled veterans) the representation of 30 percent or more disabled veterans increased.

The percentages of veterans in the non-postal Federal civilian labor workforce and the Civilian Labor Force (CLF) are shown in Figure 1. The August 2005 special biennial supplement indicated that veterans comprised 8.9 percent of the CLF. In addition, the CLF percentages for

the categories of Vietnam Era veterans, disabled veterans, and 30 percent or more disabled veterans were 3.5 percent, 0.8 percent, and 0.3 percent, respectively (Figure 1).

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



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

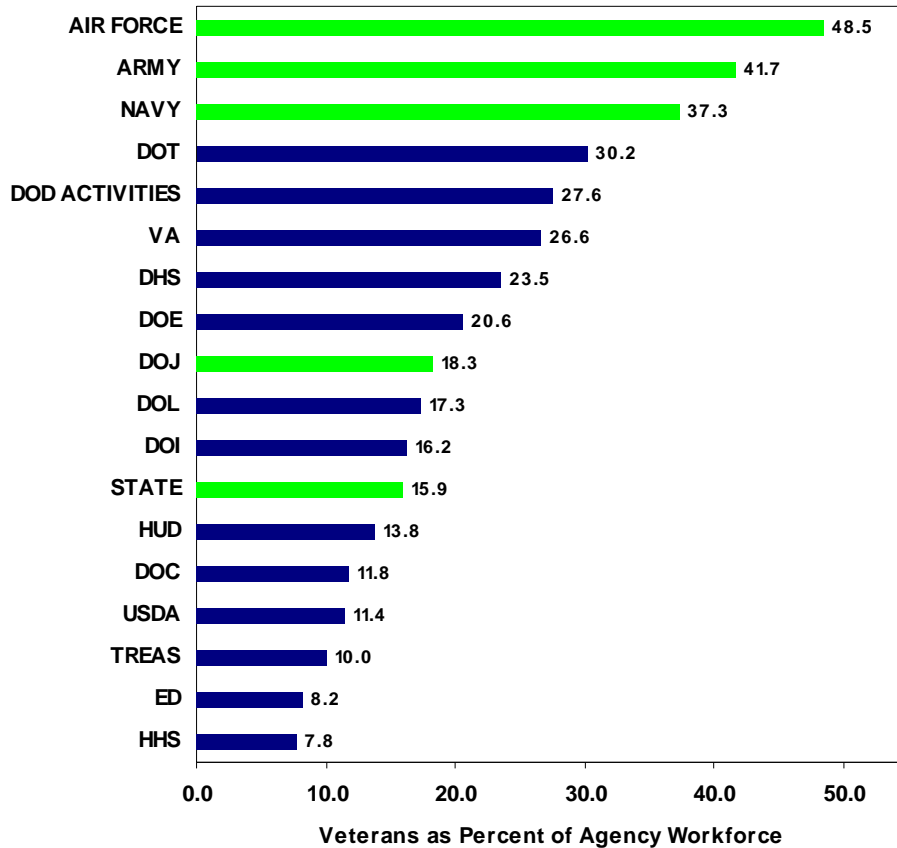
Source: CLF data for all veterans and Vietnam Era veterans came from the Current Population Survey (CPS) conducted by the Bureau of Labor Statistics, U.S. Department of Labor. CLF data for disabled veterans and 30 percent or more disabled veterans came from the August 2005 veterans supplement to the CPS released May 26, 2006. Federal data for Fiscal Year 2006 are from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF) as of September 30, 2006.

In comparing the employment of veterans in Federal Government with the total number of veterans in the CLF, the Federal Government employs more than 2 times the percentage of veterans; 2 times the percentage of Vietnam Era veterans; 6 times the percentage of disabled veterans; and 9 times the percentage of 30 percent or more disabled veterans (Figure 1).

Figure 2 shows the representation of veterans in 18 Federal departments (15 Executive departments and 3 military departments). During FY 2006, the representation of veterans in 16 of the shown 18 departments met or exceeded the 8.9 percent CLF rate (Figure 2). The departments that were lower than the CLF rate in their veterans' representation were the Department of Education (ED) (8.2 percent) and Department of Health and Human Services (HHS) (7.8 percent). As shown in Figure 2, the highest representations in the percentage of employed veterans during FY 2006 were in the Air Force (48.5 percent), Army (41.7 percent), Navy (37.3 percent), Department of Transportation (DOT) (30.2 percent) and DoD Activities (27.6 percent). The DoD civilian workforce (i.e., Army, Navy, Air Force, and DoD Activities) employed 618,671 (34.3 percent) of the total non-Postal Federal on-board civilian workforce (1,803,055).

In Figure 2, the Air Force, Army, Navy, Department of Justice (DOJ), and Department of State (State) employed veterans in their respective agencies at the same or higher percentage in FY 2006 than they had employed during FY 2005.

**Figure 2**  
Representation of Veterans in Federal Executive Departments,  
September 30, 2006

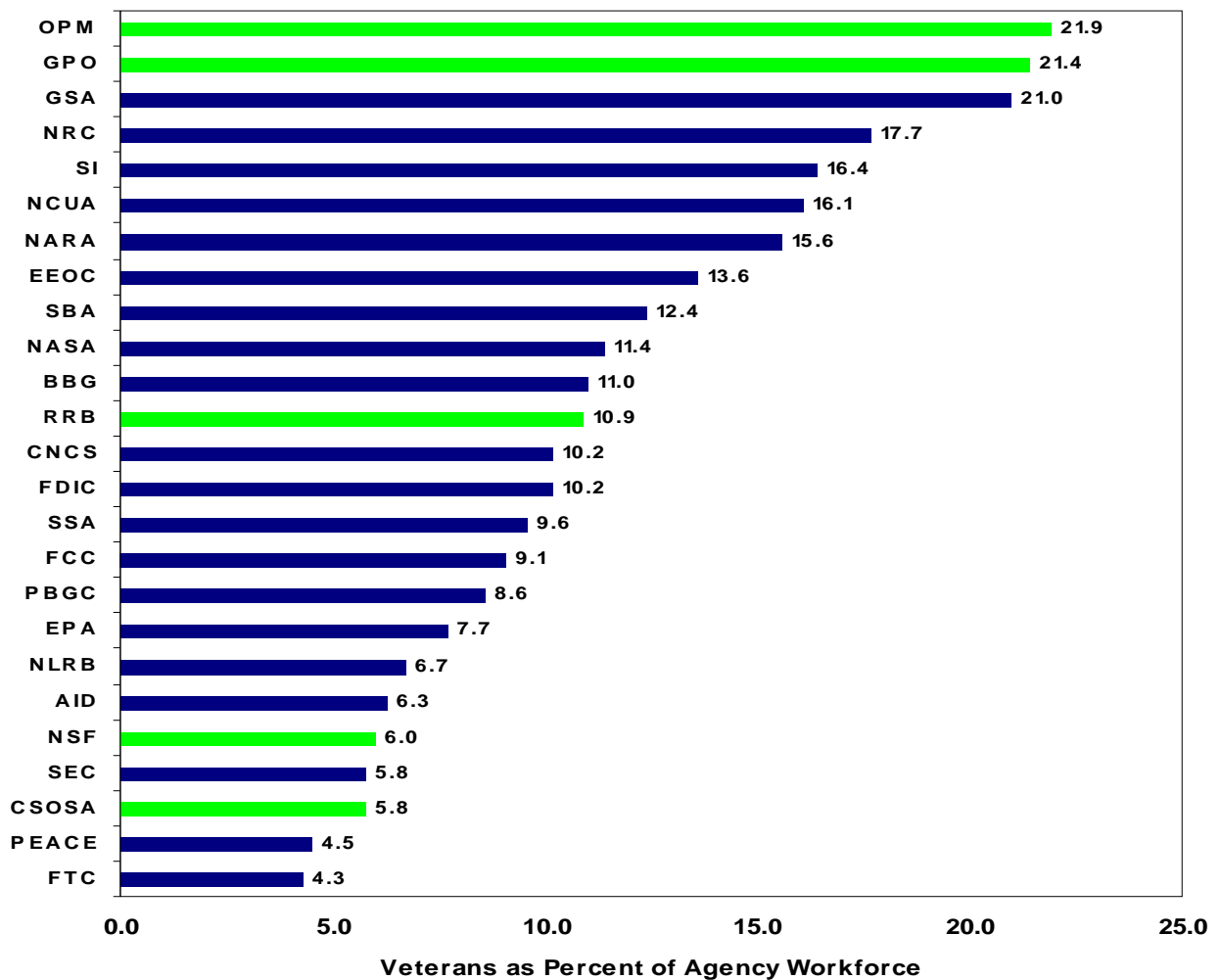


In reviewing the data shown in Figure 2 with last year's report, the change in percentage points from FY 2005 to FY 2006 for the Air Force increased from 47.3 percent to 48.5 percent (1.2 percentage points), Army from 40.5 percent to 41.7 percent (1.2 percentage points), Navy from 36.9 percent to 37.3 percent (0.4 percentage point), DOJ from 18.2 percent to 18.3 percent (0.1 percentage point), and State from 13.8 percent to 15.9 percent (2.1 percentage points).

DoD Activities remained the same with 27.6 percent. The remainder of the agencies in Figure 2 declined in their percentage rates from FY 2005. There were 12 agencies that showed declines in their percentage of veterans' representation in the workforce from FY 2005. These agencies, and their respective declining percentage point changes, were the DOT (0.6 percentage point), Department of Veterans Affairs (VA) (0.2 percentage point), Department of Homeland Security (DHS) (1.0 percentage point), Department of Energy (DOE) (0.4 percentage point), Department of Labor (DOL) (0.6 percentage point), Department of Interior (DOI) (0.3 percentage point), Housing and Urban Development (HUD) (0.6 percentage point), Department of Commerce (DOC) (0.4 percentage point), Department of Agriculture (USDA) (0.3 percentage point), Treasury (0.1 percentage point), ED (0.6 percentage point), and HHS (0.3 percentage points).

Figure 3 shows the representation of veterans within 25 Federal independent agencies having 500 or more total employees as of September 30, 2006. In FY 2006, the representation of veterans as a percentage in these non-Postal Federal agencies exceeded the CLF rate of 8.9 percent in 16 of the 25 Federal independent agencies (Figure 3). Nine agencies were lower than the CLF rate.

**Figure 3**  
**Representation of Veterans in Federal Independent Agencies**  
**(500+ Employees), September 30, 2006**



Five agencies (OPM, Government Printing Office (GPO), Railroad Retirement Board (RRB), National Science Foundation (NSF), and Court Services and Offender Supervision Agency (CSOSA)) increased in their representation of veterans during FY 2006 (Figure 3). The changes ranged from 0.1 percentage point to 1.5 percentage points. OPM increased from 21.6 percent to 21.9 percent (0.3 percentage point), RRB from 10.4 percent to 10.9 percent (0.5 percentage point), NSF from 5.9 percent to 6.0 percent (0.1 percentage point), and CSOSA from 4.3 percent to 5.8 percent (1.5 percentage points).

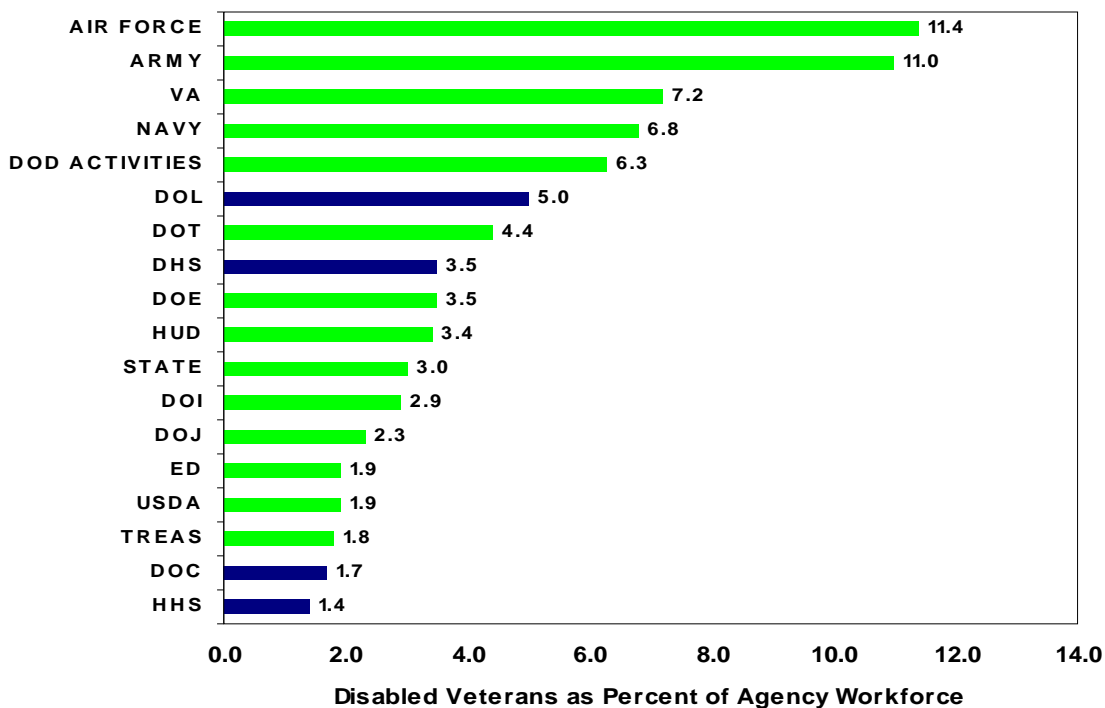
## Disabled Veterans

As of September 30, 2006, there were 97,828 disabled veterans employed in the Federal non-Postal workforce. This was an increase of 5,186 disabled veterans from the 92,642 disabled veterans employed in Federal agencies during the previous fiscal year (Table 1).

The DoD (Army, Navy, Air Force, and DoD Activities) employed 56,604 (57.9 percent) of the total Federal workforce's 97,828 disabled veterans. The VA was the second leading Executive department, having employed 17,139 disabled veterans (17.5 percent). These two agencies together employed 73,743 disabled veterans, which represents 75.4 percent of all the employed disabled veterans (97,828) in the Federal workforce.

Figure 4 shows the percentage of disabled veterans as a percentage of the workforce in 15 Executive and 3 military departments. All 18 departments employed disabled veterans at a rate that exceeded the CLF's representation rate of 0.8 percent.

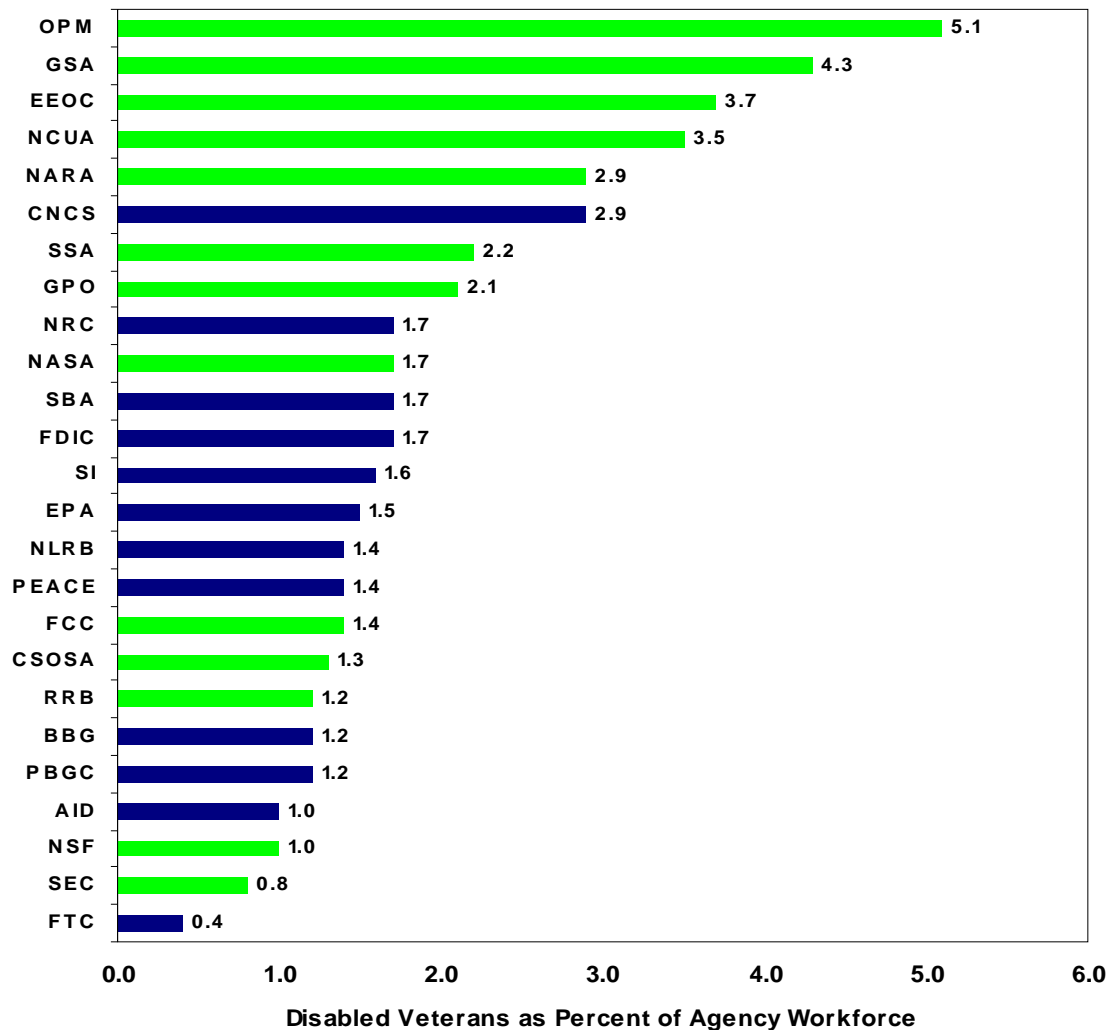
**Figure 4**  
Representation of Disabled Veterans in Federal Executive Departments, September 30, 2006



In FY 2006, 11 Executive and 3 military departments employed a greater percentage of disabled veterans than they had in FY 2005. These increases ranged from 0.1 percentage point to 1.2 percentage points, with State showing the largest increase of 1.2 percentage points. Three agencies (DOL, DOC, and HHS) showed no change in their percent of veterans' representation from FY 2005 to FY 2006. One agency (DHS) showed a decline of 0.1 percentage point.

Figure 5 displays the representation of disabled veterans in 25 Federal independent agencies employing 500 or more employees as of September 30, 2006. In comparison with the CLF, 24 of the 25 agencies equaled or exceeded the CLF representation rate of 0.8 percent.

**Figure 5**  
**Representation of Disabled Veterans in Federal Independent Agencies (500+ Employees), September 30, 2006**



Thirteen independent agencies increased their hiring of disabled veterans during FY 2006. The increases in the employment of disabled veterans ranged from 0.1 percent to 0.6 percent. Five agencies (Center for National and Community Service (CNCS), Federal Deposit Insurance Corporation (FDIC), Environmental Protection Agency (EPA), National Labor Relations Board (NLRB), and Broadcasting Board of Governors (BBG)) had no change. Seven agencies (Nuclear Regulatory Commission (NRC), Small Business Administration (SBA), Smithsonian Institute (SI), Peace Corps (Peace), Pension Benefit Guaranty Corporation (PBGC), Agency for International Development (AID), and Federal Trade Commission (FTC)) reported lower veterans' representation in their workforce as compared with FY 2005 (Figure 5). From FY 2005



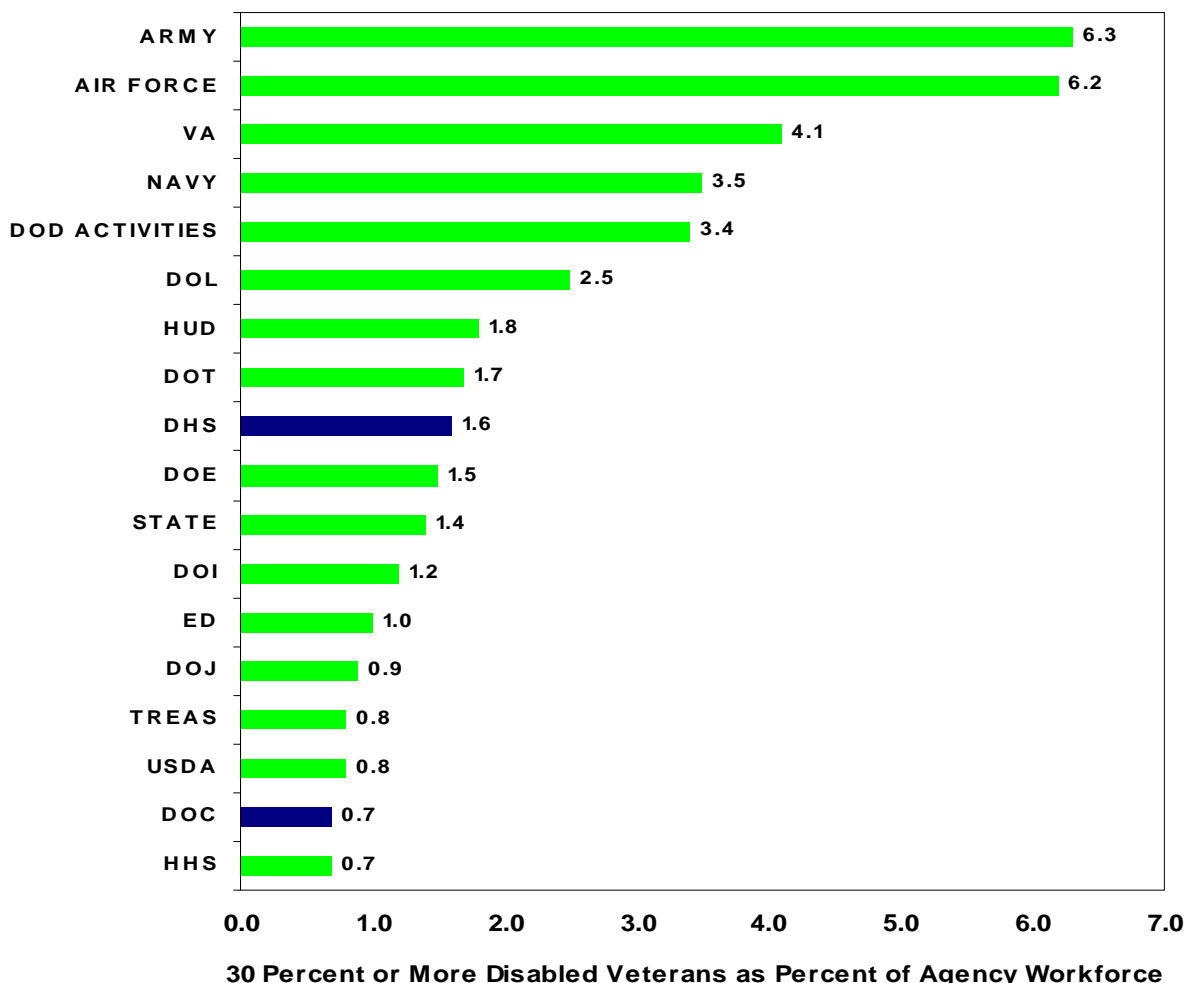
to FY 2006, OPM and CSOSA increased by 0.6 percentage point from 4.5 to 5.1 percent and 0.7 to 1.3 percent, respectively.

The top five Federal independent agencies with the highest percentage of disabled veterans for FY 2006 were OPM, General Services Administration (GSA), Equal Employment Opportunity Commission (EEOC), National Credit Union Administration (NCUA), and National Archives and Records Administration (NARA) (Figure 5). During FY 2006, OPM increased 0.6 percentage point, with the other four agencies (GSA, EEOC, NCUA, and NARA) each increasing by 0.1 percentage point.

### 30 Percent or More Disabled Veterans

The percentage of 30 percent or more disabled veterans employed in Executive departments is shown in Figure 6, and the percentage employed in Federal independent agencies is shown in Figure 7.

**Figure 6**  
Representation of 30 Percent or More Disabled Veterans  
in Federal Executive Departments, September 30, 2006

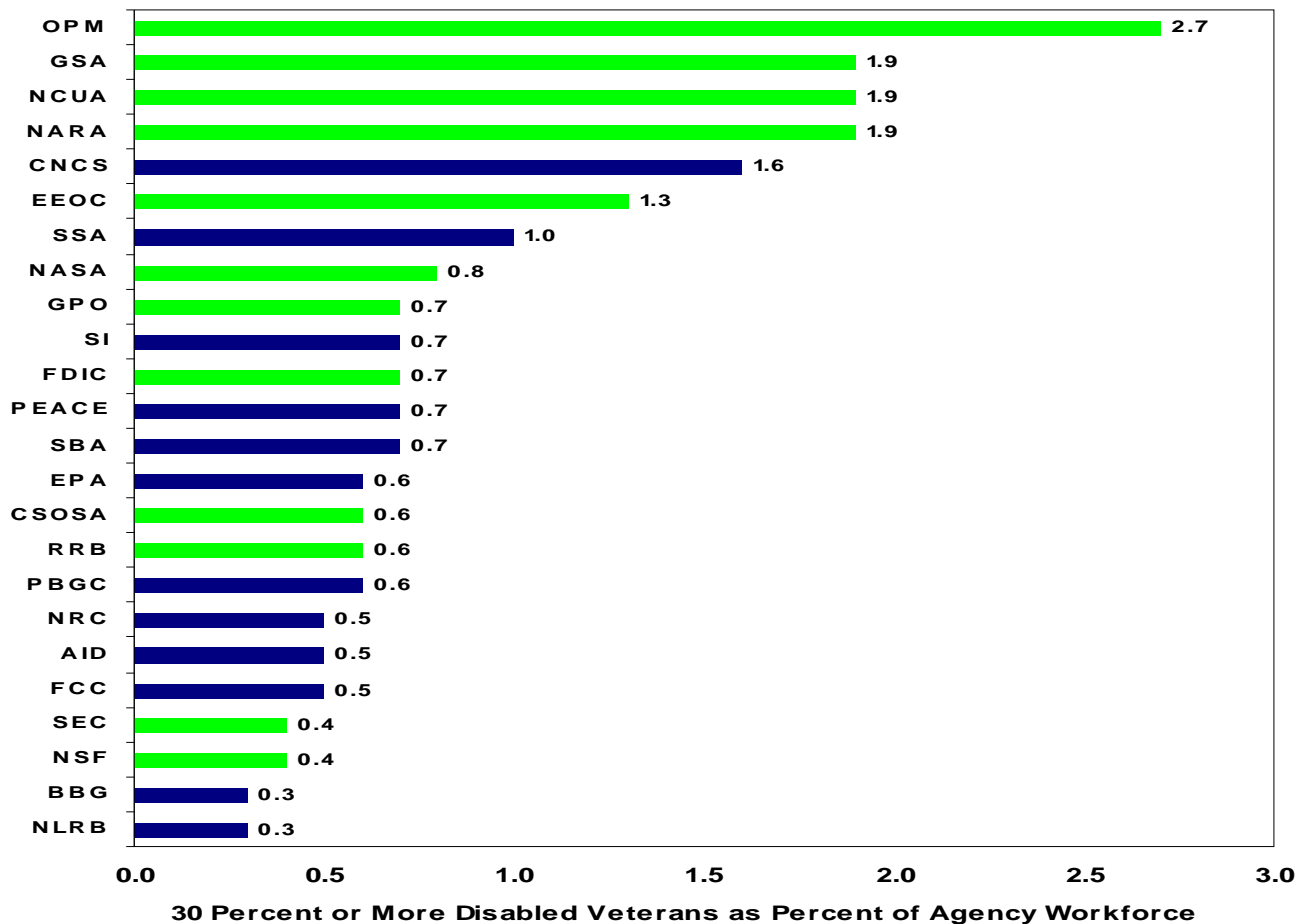


All 15 Executive departments, 3 military departments, and 24 independent agencies with 500 or more employees met or exceeded the CLF representation rate (0.3 percent) for 30 percent or more disabled veterans. As shown in Figure 6, 13 Executive and three military departments increased their percentage of 30 percent or more disabled veterans during FY 2006. From FY 2005, the percentage point increases for these departments ranged between 0.1 percent and 0.7 percent. Two agencies (DHS and DOC) showed no change in their percentage rate from FY 2005 to FY 2006.

The Army had the largest increase (0.8 percentage point) moving from 5.5 percent in FY 2005 to 6.3 percent in FY 2006. Two other agencies showing higher changes in their representation of 30 percent or more disabled veterans from FY 2005 were State (0.7 percentage point) and Air Force (0.5 percentage point). DoD (Air Force, Army, Navy, and DoD Activities) represented four of the top five departments in employment of 30 percent or more disabled veterans. VA ranked third highest in their representation of employing 30 percent or more disabled veterans (Figure 6).

Figure 7 shows 12 independent agencies with percentage point increases within their workforces during FY 2006 in their representation of 30 percent or more disabled veterans.

**Figure 7**  
**Representation of 30 Percent or More Disabled Veterans**  
**in Federal Independent Agencies (500+ Employees), September 30, 2006**



The range of these increases for the 12 agencies was 0.1 percent to 0.4 percentage point. OPM had the largest increase of 0.4 percentage point, moving from 2.3 percent in FY 2005 to 2.7 percent in FY 2006.

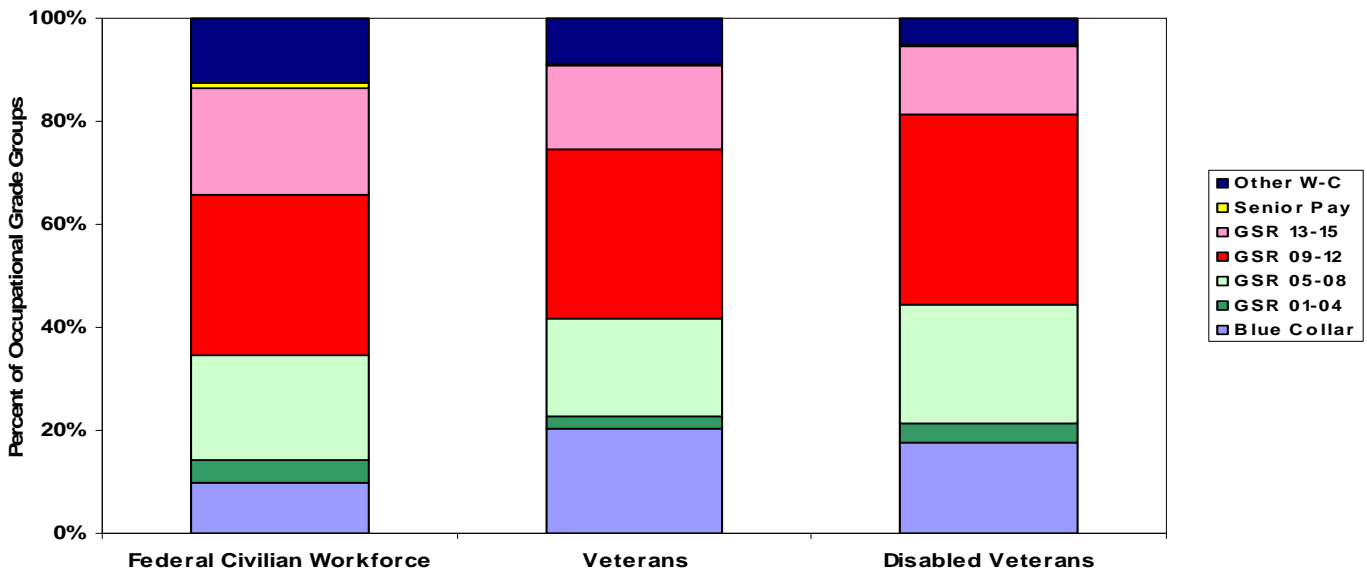
There were seven agencies (CNCS, Peace Corps, SBA, PBGC, NRC, AID and BBG) that showed decreases in the representation rate of 30 percent or more disabled veterans within their workforce (Figure 7). Five agencies (SSA, SI, EPA, Federal Communications Commission (FCC), and NLRB) showed no change from their reported percentages in FY 2005 to FY 2006.

As shown previously in Table 1, the total number of 30 percent or more disabled veterans employed in the Federal on-board civilian workforce increased by 4,662 from 46,727 in FY 2005 to 51,389 employees in FY 2006. This reflected a 9.9 percentage point increase in employing 30 percent or more disabled veterans.

### Grade and Occupational Distribution of Veterans

Figure 8 shows the distribution of the Federal civilian workforce, veterans, and disabled veterans across Federal pay and occupational grade groupings. These groups 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, 2006**



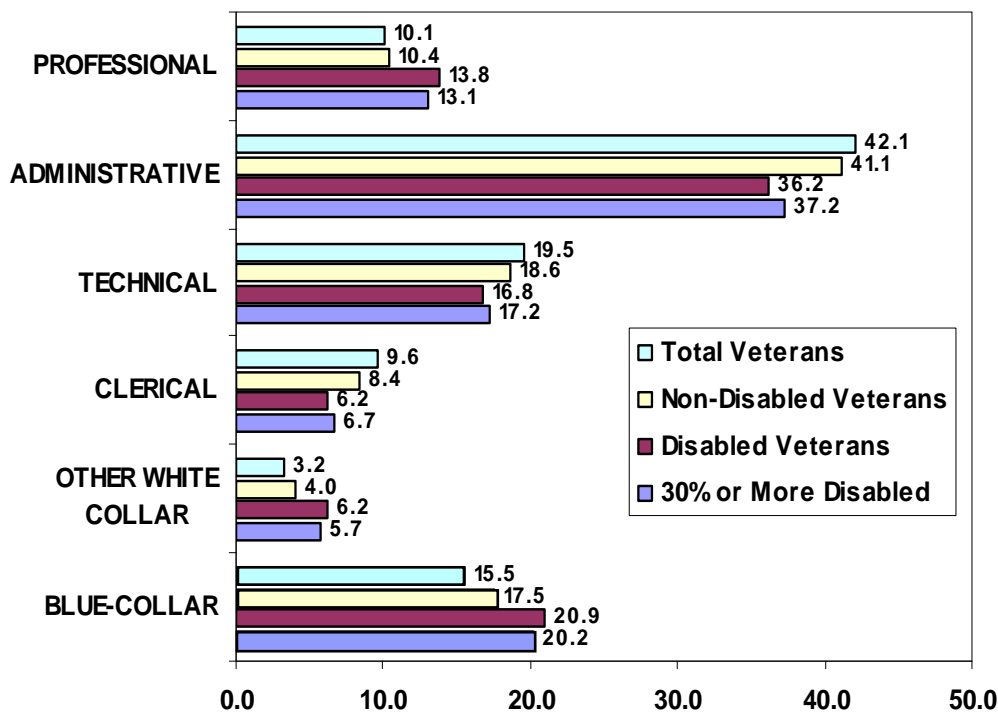
Groups	B/C	GSR 01-04	GSR 05-08	GSR 09-12	GSR 13-15	Sr. Pay	Other W-C	Total
Federal Civilian Workforce	9.9	4.3	20.4	31.3	20.5	1.1	12.6	100
Veterans	20.2	2.7	19.0	32.7	16.2	0.6	8.7	100
Disabled Veterans	17.5	3.8	23.3	36.8	13.2	0.4	5.1	100

Figure 9 shows the distribution of non-disabled, disabled, and 30 percent or more disabled veterans employed in the Federal Government as of September 30, 2006.

This distribution shows veterans’ representation (total veterans, non-disabled, disabled, and 30 percent or more disabled veterans) by percentages in each of the occupational categories referred to as PATCOB. The acronym PATCOB stands for Professional, Administrative, Technical, Clerical, Other White-Collar, and Blue-Collar occupations.

Of the 457,965 veterans employed across all PATCOB categories, 60,027 were in Professional; 170,399 were in Administrative; 78,564 were in Technical; 30,477 were in Clerical; 26,208 were in Other White-Collar; and 92,290 were in Blue-Collar occupations.

**Figure 9**  
**Veterans' Employment Distribution by Occupational Category,**  
**September 30, 2006**



**Veterans By Percent in Occupational Category**

	Total Veterans	Non Disabled	Disabled	30% or More Disabled
<b>Total Employment</b>	457,965	360,137	97,828	51,389
<b>Professional</b>	60,027	49,840	10,187	5,191
<b>Administrative</b>	170,399	130,211	40,188	21,636
<b>Technical</b>	78,564	60,387	18,177	10,002
<b>Clerical</b>	30,477	22,233	8,244	4,917
<b>Other White-Collar</b>	26,208	22,286	3,922	1,660
<b>Blue-Collar</b>	92,290	75,180	17,110	7,983

Highlights by PATCOB occupational categories are:

- The top three occupational categories in FY 2006, by the percentage employed, for non-disabled veterans were in Administrative, Blue-Collar, and Technical; for disabled veterans they were Administrative, Technical, and Blue-Collar; and for 30 percent or more disabled veterans they were Administrative, Technical, and Blue-Collar.
- Professional Occupations - There were 60,027 total veterans employed in the Professional occupations during FY 2006 (Figure 9). The veterans' population in the Professional occupation shows 49,840 non-disabled veterans and 10,187 disabled veterans. Of the 10,187 disabled veterans, there were 5,191 30 percent or more disabled veterans.
- Administrative Occupations – There were 170,399 total veterans employed in Administrative occupations during FY 2006 (Figure 9). In reviewing the veterans' population in this occupation, the data shows 130,211 non-disabled veterans with 40,188 disabled veterans, of which 21,636 disabled veterans were rated as 30 percent or more disabled. In comparison with employment within the other PATCOB occupations during FY 2006, the Administrative occupation employed the largest number of non-disabled veterans, disabled veterans, and 30 percent or more disabled veterans.
- Technical Occupations – There were 78,564 veterans employed in Technical occupations during FY 2006 (Figure 9). In review of the veterans' distribution in this occupational category, there were 60,387 non-disabled veterans and 18,177 disabled veterans, of which 10,002 were rated as 30 percent or more disabled. The table data shows that Technical occupations were the second largest in all PATCOB occupations for employing both disabled veterans and 30 percent or more disabled veterans. The Technical category was the third highest for the employing of non-disabled veterans.
- Clerical Occupations - There were 30,477 total veterans employed in the clerical category (Figure 9). There were 22,233 non-disabled veterans and 8,244 disabled veterans, of which 4,917 were rated as 30 percent or more disabled during FY 2006.
- Other White-Collar Occupations - There were 26,208 total veterans employed in the Other White-Collar occupations (Figure 9). There were 22,286 non-disabled veterans and 3,922 disabled veterans, of which 1,660 were rated as 30 percent or more disabled.
- Blue-Collar Occupations - There were 92,290 veterans employed in Blue-Collar occupations. This was the second highest occupational category for employing non-disabled veterans (75,180) and third highest for both disabled veterans (17,110) and 30 percent or more disabled veterans (7,983).

## Hiring of Veterans in the Federal Non-Postal Workforce

During FY 2006, there were 50,103 new veteran hires into the Federal Government's civilian workforce. The number of veteran new hires during FY 2006 represented the largest number of veteran new hires in all fiscal years shown in Figure 10. The data in Figure 10 further shows that,

between FY 1997 and FY 2006, the total number of all new employee hires in the Federal workforce rose from 224,889 in FY 2005 to 227,012 in FY 2006.

**Figure 10**  
**Veterans as Subset of Total New Hires in Federal Workforce**  
**FY 1997- FY 2006**

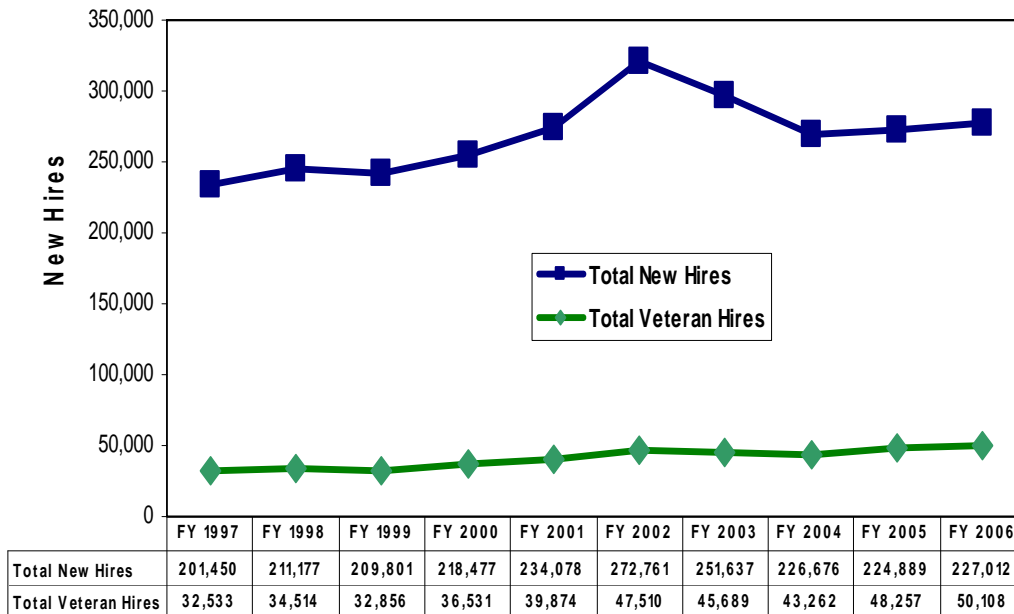
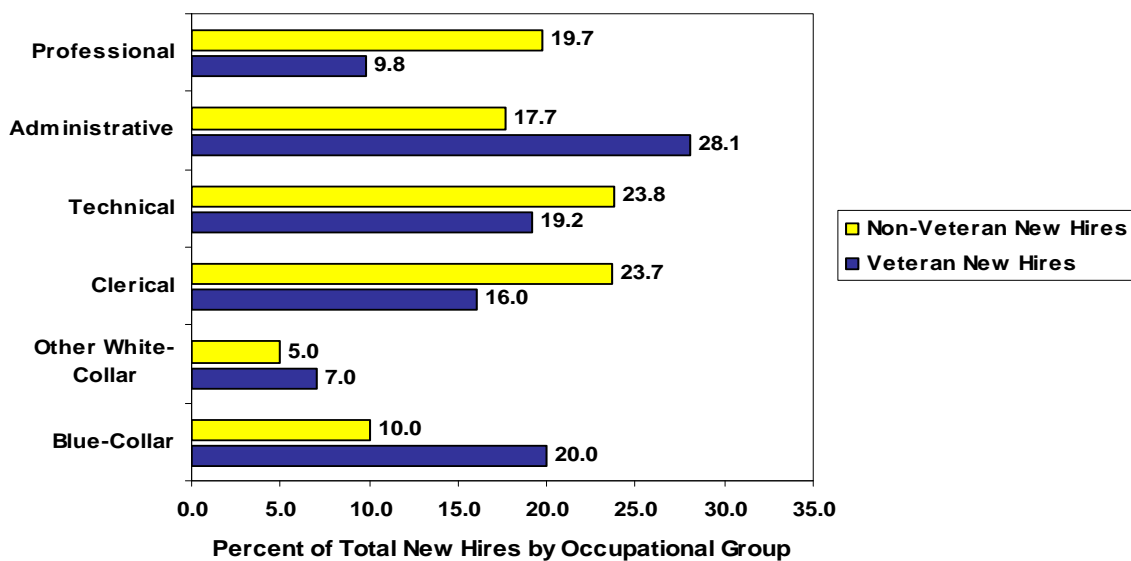


Figure 11 shows the comparison and distribution for the new hiring of both veteran and non-veteran new hires in occupational categories during FY 2006.

**Figure 11**  
**Veteran and Non-Veteran New Hires by Occupational Category,**  
**September 30, 2006**



In Figure 11, the top three new hire occupational categories for veterans during FY 2006 were the Administrative, Blue-Collar, and Technical categories. Additionally, the top three occupational categories for non-veteran new hires were Technical, Clerical, and Professional.

## New Hires by Departments and Agencies

### Veterans

The percentage of veterans as new hires in Federal departments is presented in Figure 12. Ten Executive and military departments (Air Force, Army, Navy, DOT, VA, DOJ, DOE, DOC, HUD, and Treasury) showed increases in their veterans' representation of new hires in FY 2006. Their percentage point increases from FY 2005 ranged from 0.4 to 10.2 with DOT having the highest percentage point growth (Figure 12). Eight agencies stayed the same or showed declines in their percentages for the new hiring of veterans as shown below in blue.

**Figure 12**  
New Veteran Hires in Federal Executive Departments,  
September 30, 2006

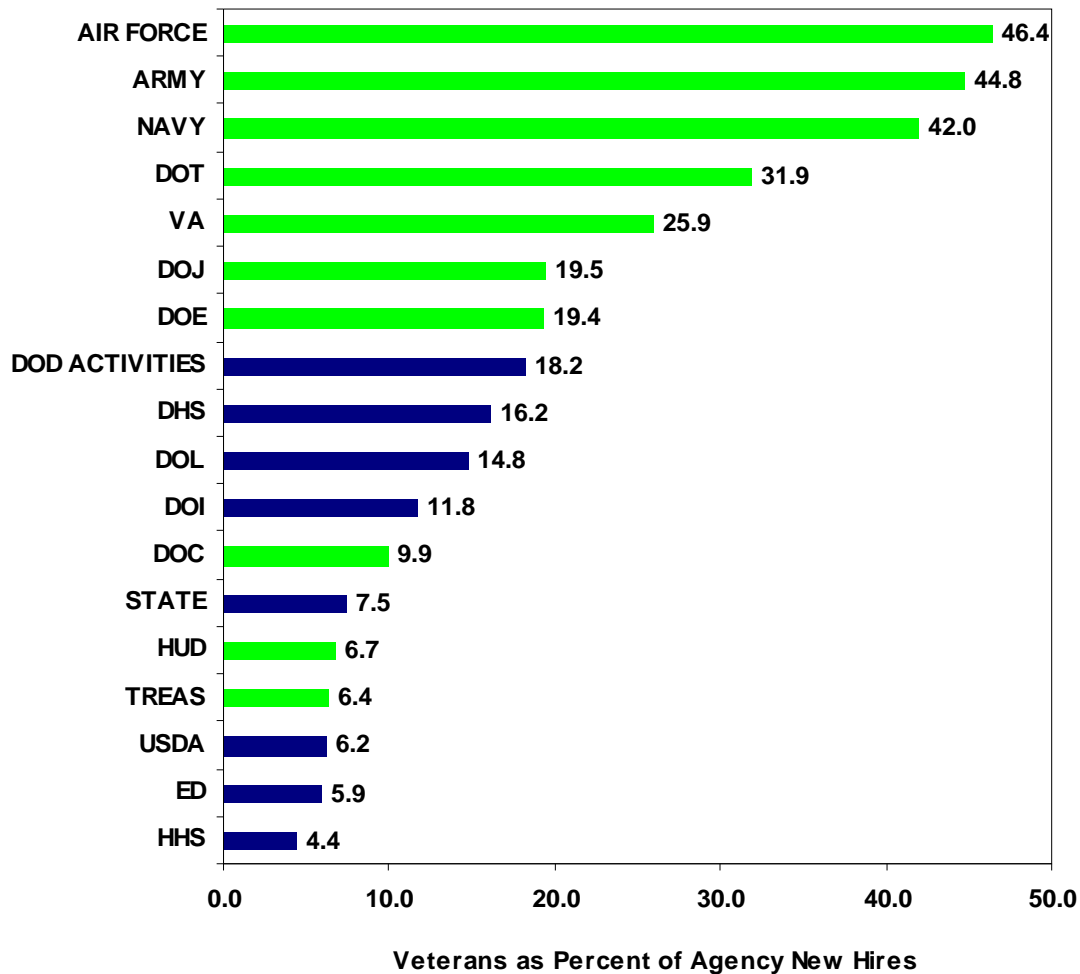
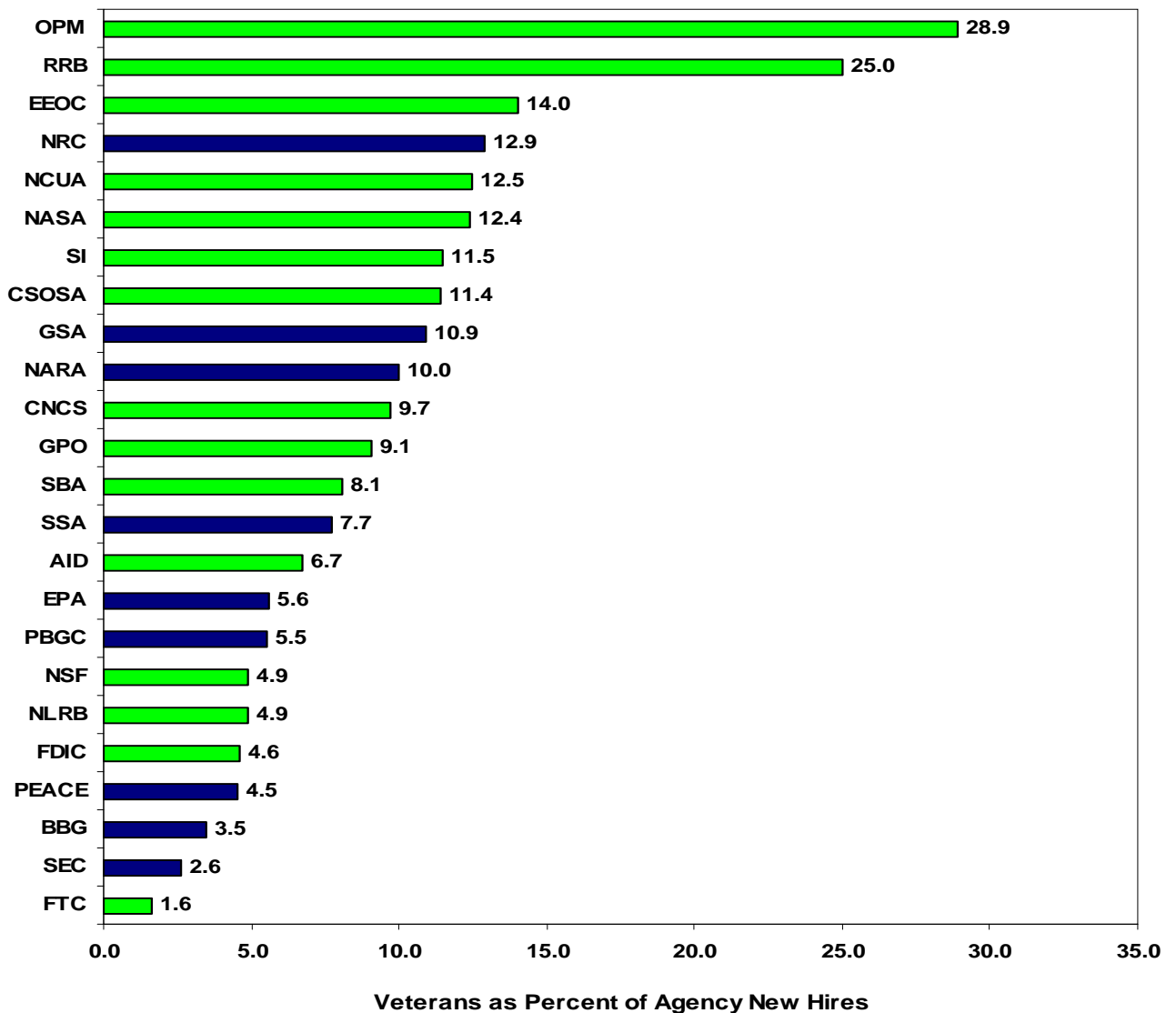


Figure 13 shows the independent agencies with 500 or more employees and their respective veterans’ percentage of new hires. The top five agencies are OPM (28.9 percent), RRB (25.0 percent), EEOC (14.0 percent), NRC (12.9 percent), and NCUA (12.5 percent). Fifteen agencies (presented in green) showed percentage point increases from FY 2005 to FY 2006 ranging from 0.1 percentage point to 25.0 percentage points, with RRB having the largest percentage point increase. Eight agencies showed lower percentages in FY 2006 than FY 2005. One agency (Peace Corps) remained the same with no change in percentage.

**Figure 13**  
**New Veteran Hires in Federal Independent (500+ Employees),**  
**September 30, 2006**



The following two tables summarize the Federal Non-Postal workforce hiring trends for select veteran populations in both the Total Federal workforce and Full-Time Permanent (FTP) Federal workforce. Table 3 shows the distribution of new hires in Federal on-board hiring trends from FY 2002 through FY 2006. Table 4 shows new FTP hires for the same period by selected veteran populations.



During FY 2006, veterans represented 22.1 percent (50,108) of the total on-board new hires (227,012) in the Federal Government (Table 3). As shown in Table 3, the total number of all Federal new hires increased by 2,123 new hires from 224,889 in FY 2005 to 227,012 in FY 2006. Additionally, veteran new hires increased by 1,851 veterans from 48,257 in FY 2005 to 50,108 in FY 2006 (Table 3). The veterans' percentage of Federal new hires has increased each fiscal year since FY 2002 (Table 3).

<b>Table 3</b>					
<b>Veteran New Hires: FY 2002 – FY 2006</b>					
<b>Total Federal Workforce</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
<b>All Federal New Hires</b>	272,761	251,637	226,676	224,889	227,012
<b>All Veteran New Hires</b>	47,510	45,689	43,262	48,257	50,108
<b>% of All Federal New Hires</b>	17.4%	18.2%	19.1%	21.5%	22.1%
<b>All Vietnam-Era Veteran Hires</b>	9,411	8,339	7,304	6,596	5,835
<b>% of All Federal New Hires</b>	3.5%	3.3%	3.2%	2.9%	2.6%
<b>% of All Veteran Hires</b>	19.8%	18.3%	16.9%	13.7%	11.6%
<b>All Disabled Veteran Hires</b>	7,878	8,943	9,031	11,252	12,115
<b>% of All Federal New Hires</b>	2.9%	3.6%	4.0%	5.0%	5.3%
<b>% of All Veteran Hires</b>	16.6%	19.6%	20.9%	23.3%	24.2%
<b>All 30%+ Disabled Veteran Hires</b>	4,370	5,101	5,339	6,882	7,344
<b>% of All Federal New Hires</b>	1.6%	2.0%	2.4%	3.1%	3.2%
<b>% of All Veteran New Hires</b>	9.2%	11.2%	12.3%	14.3%	14.7%
<b>% of All Disabled Vets Hires</b>	55.5%	57.0%	59.1%	61.2%	60.6%

As shown in Table 3, more veteran new hires (50,108) in FY 2006 occurred than in any one of the previous four fiscal years. Table 3 shows that the percentage of new veterans' hires was 17.4 percent in FY 2002 and has been increasing, as a percentage of all Federal new hires, each fiscal year to 22.1 percent during FY 2006.

Additionally in Table 3, the new hires of Vietnam Era veterans has continued to decline over the fiscal years in numbers hired, as a percentage of all employees hired, and as a percent of all veterans hired. In FY 2006, Vietnam Era veterans represented 11.6 percent of all veteran hires.

There was an increase of 863 disabled veteran new hires (12,115) in FY 2006, up from the 11,252 disabled veteran new hires in FY 2005 (Table 3). The number of all disabled veteran new hires in FY 2006 shows a continued commitment by agencies to hiring disabled veterans (Table 1).

Disabled veterans represented 5.3 percent of all on-board new hires employed as of September 30, 2006, and 24.2 percent of all veteran new hires (Table 3). Hiring of 30 percent or more disabled

veterans increased by 462 new hires from 6,882 in FY 2005 to 7,344 in FY 2006. Fiscal year 2006 again showed the largest hiring of 30 percent or more disabled veterans as new hires across the fiscal years' data (Table 3). The table also shows 30 percent or more disabled veterans have increased consistently in both their percentage of all Federal new hires and as a percentage of all veteran new hires since FY 2002 (Table 3).

During FY 2006, there were 12,115 disabled veteran new hires, representing 5.3 percent of all the new employees hired (227,012), compared to 5.0 percent (11,252) of all the new employees hired (224,889) during FY 2005 (see Table 3). This change reflects a 0.3 percentage point hiring increase, or 863 more disabled veterans, in FY 2006.

In Table 4, the total FTP new hires increased Governmentwide by 3,617 from 84,609 in FY 2005 to 88,226 in FY 2006. The veteran FTP new hires, as a total of all Federal hires, increased by 2,176 from 31,024 in FY 2005 to 33,200 in FY 2006. This was the largest number of veteran FTP new hires employed since FY 2002 (Table 4).

<b>Table 4</b>					
<b>Veteran Full Time Permanent (FTP) New Hires: FY 2002 – FY 2006</b>					
<b>Federal (FTP) Workforce</b>	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
<b>All Federal New Hires</b>	119,871	79,179	76,065	84,609	88,226
<b>Veteran New Hires</b>	31,325	26,099	25,548	31,024	33,200
<b>% of All Federal Employees Hired</b>	26.1%	33.0%	33.6%	36.7%	37.6%
<b>Vietnam-Era Veteran New Hires</b>	5,157	3,336	3,009	2,821	2,453
<b>% of All Federal Employees Hired</b>	4.3%	4.3%	4.0%	3.3%	2.8%
<b>% of All Veterans Hired</b>	16.5%	12.9%	11.8%	9.1%	7.4%
<b>Disabled Veteran New Hires</b>	4,491	5,288	5,123	6,719	7,561
<b>% of All Federal Employees Hired</b>	3.7%	6.7%	6.7%	7.9%	8.6%
<b>% of All Veterans Hired</b>	14.3%	20.3%	20.1%	21.7%	22.8%
<b>30%+ Disabled Veteran New Hires</b>	2,314	2,742	2,834	3,871	4,359
<b>% of All Federal Employees Hired</b>	1.9%	3.5%	3.7%	4.6%	4.9%
<b>% of All Veterans Hired</b>	7.4%	10.5%	11.1%	12.5%	13.1%
<b>% of All Disabled Vets Hired</b>	51.5%	51.9%	55.3%	57.6%	57.7%

Fiscal Year 2006 showed the highest percentage of new veteran FTP hires (37.6 percent) over the five fiscal years reviewed (Table 4). The FY 2006's 37.6 percent for FTP veterans' new hires was an increase of 0.9 percentage point from FY 2005. As shown in Table 4, the FTP veteran new hires, as a percentage of all Federal FTP hires, have increased consistently each fiscal year from the 26.1 percent reported in FY 2002.

Table 4 shows that agencies hired 7,561 FTP disabled veterans in FY 2006. This was the largest number of new FTP disabled veteran hires employed over the five-fiscal-year period. The data in Table 4 further indicates that FY 2006 presents the largest percentage point representation of disabled veteran new hires among (a) all employees hired and (b) all veterans hired.

The hiring of 30 percent or more disabled veterans in FTP positions has increased each fiscal year from FY 2002 (Table 4). The new hiring of 30 percent or more disabled veterans in FTP employment increased by 488 from 3,871 in FY 2005 to 4,359 in FY 2006. Among all employees hired as new FTP hires, 30 percent or more disabled veterans showed a change of 0.3 percentage point from 4.6 percent in FY 2005 to 4.9 percent in FY 2006. This indicates that 30 percent or more disabled veterans reached their highest representation in 2006, relative to the percentage of all employees hired and the percentage of all veterans hired over the periods shown in Table 4.

## Disabled Veterans

Figure 14 provides the percentages of disabled veteran new hires in Federal Executive and military departments. Figure 15 provides similar statistics for Federal independent agencies.

**Figure 14**  
**New Disabled Veteran Hires in Federal Executive Departments,**  
**September 30, 2006**

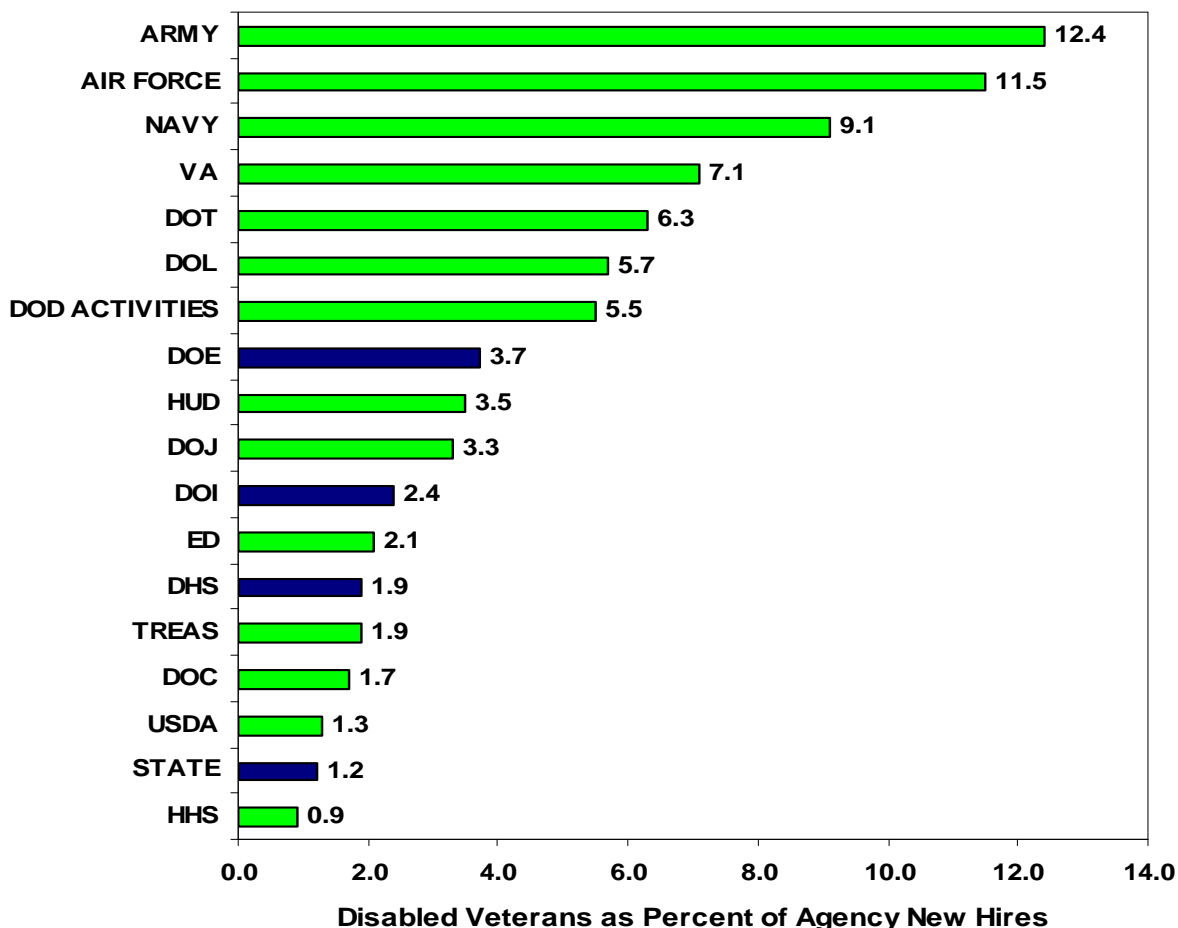
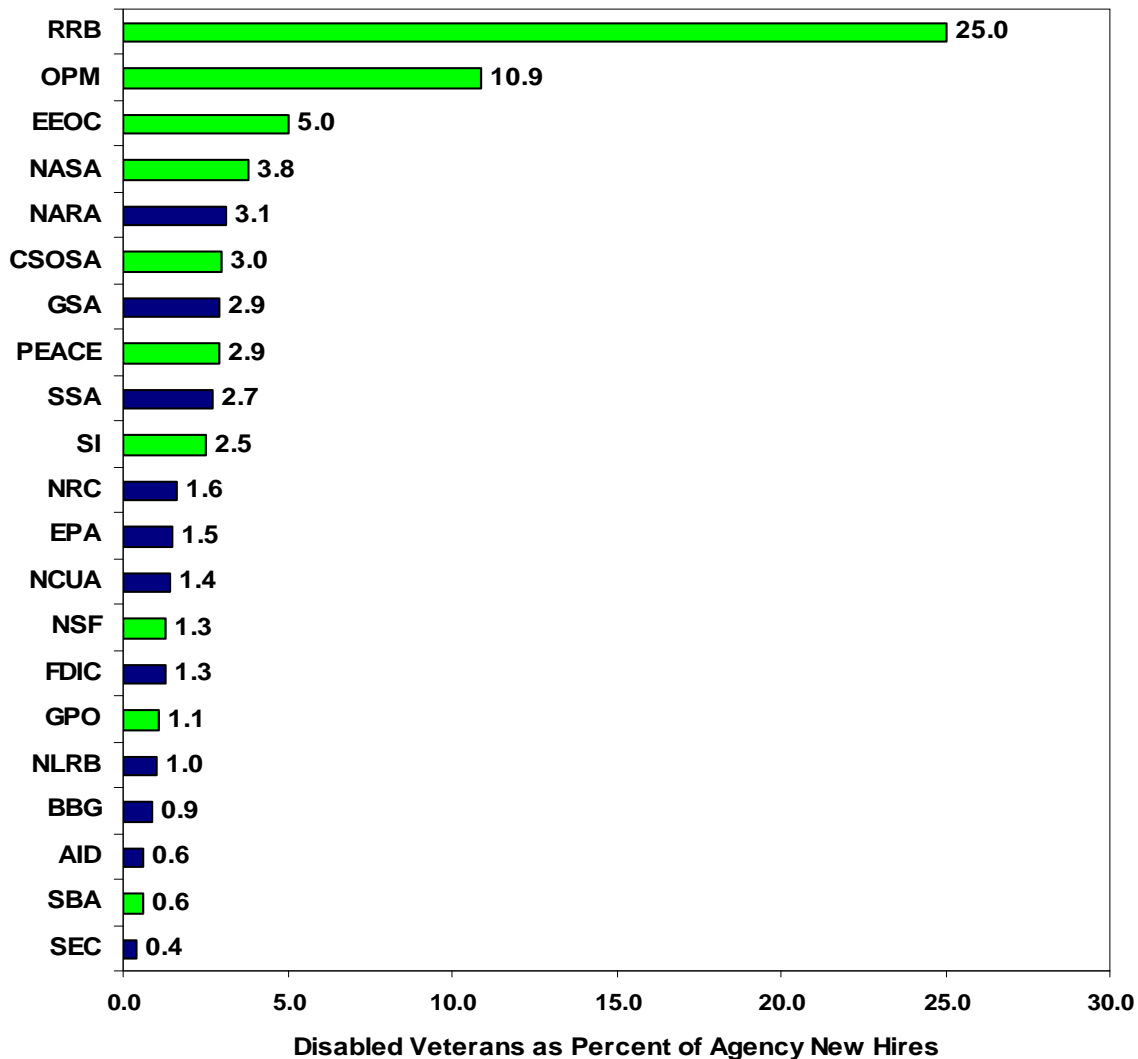


Figure 14 shows that, during FY 2006, in new disabled veteran hires, eleven Executive departments (VA, DOT, DOL, DoD Activities, HUD, DOJ, ED, Treasury, DOC, USDA, and HHS) and three military (Army, Air Force and Navy) reported increases in their percentage of disabled veterans new hires in FY 2006 (Figure 14). The increases for these departments ranged from 0.1 to 2.2 percentage points from FY 2005 to FY 2006. DOI remained the same in percentage points (2.4 percent) during FY 2006 (Figure 14). Three Executive departments (DOE, DHS, and State) decreased in their percentage points of disabled veterans’ new hiring in FY 2006 as compared to their respective percentages during FY 2005.

As shown in Figure 15, in FY 2006, the leading Federal independent agencies in hiring disabled veterans, as a percent of all their new hires, included RRB (25.0 percent), OPM (10.9 percent), EEOC (5.0 percent), and NASA (3.8 percent).

**Figure 15**  
**New Disabled Veteran Hires in Federal Independent Agencies**  
**(500+ Employees), September 30, 2006**



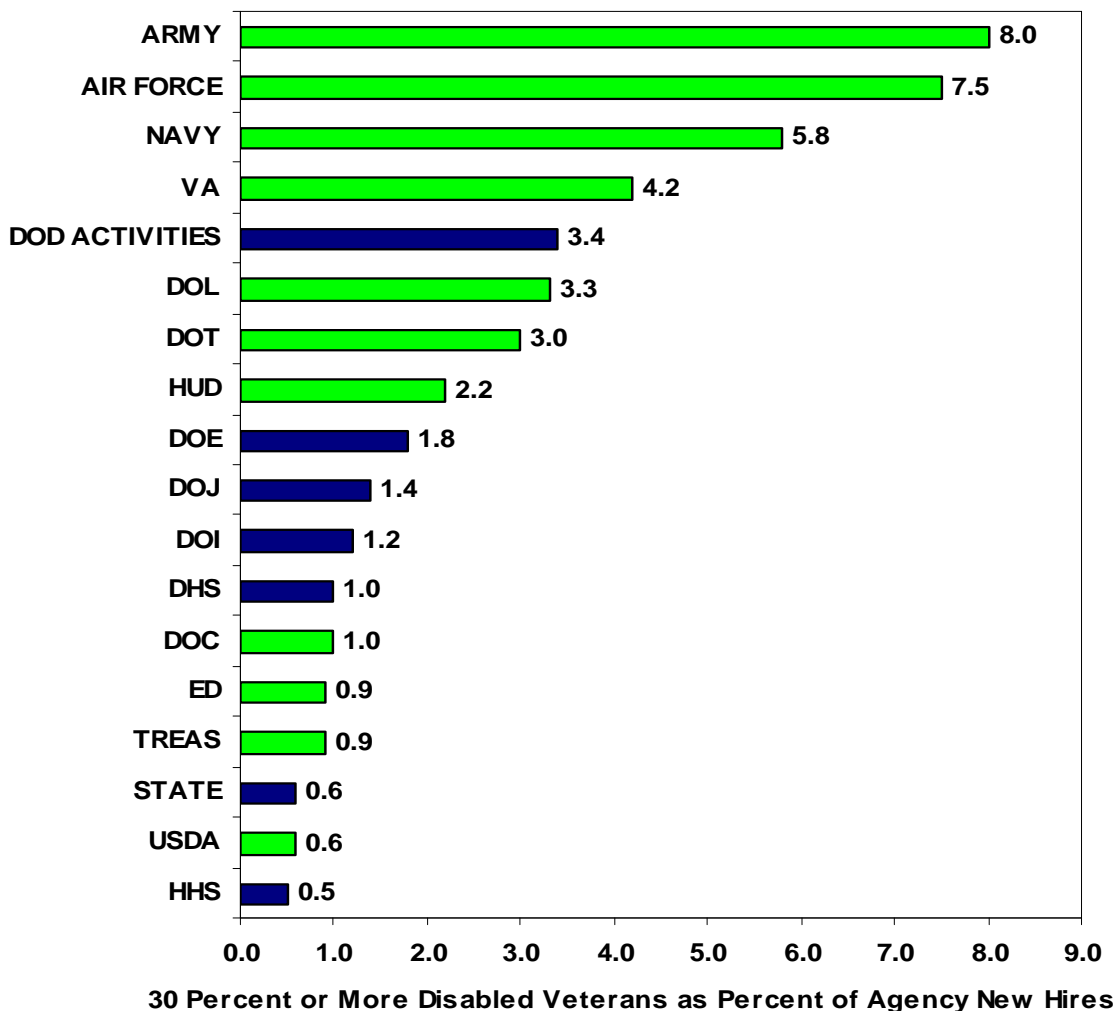
Ten Federal independent agencies showed higher percentages (in green) during FY 2006 in the new hiring of disabled veterans (Figure 15). Further review of the FY 2006 data shows that eleven independent agencies (in blue) reported lower percentages in their hiring of disabled veterans compared to FY 2005.

### 30 Percent or More Disabled Veterans

Figure 16 shows the percentages of new hires who were 30 percent or more disabled veterans in FY 2006. Eight Executive and three military departments reported an increase in the representation of 30 percent or more disabled veterans from their FY 2005 hiring data. Five agencies (DoD Activities, DOJ, DOI, DHS, and HHS) showed no change, with two agencies (DOE and State) having decreased in their percentages.

**Figure 16**

**New Hires of 30 Percent or More Disabled Veterans in Federal Executive Departments, September 30, 2006**

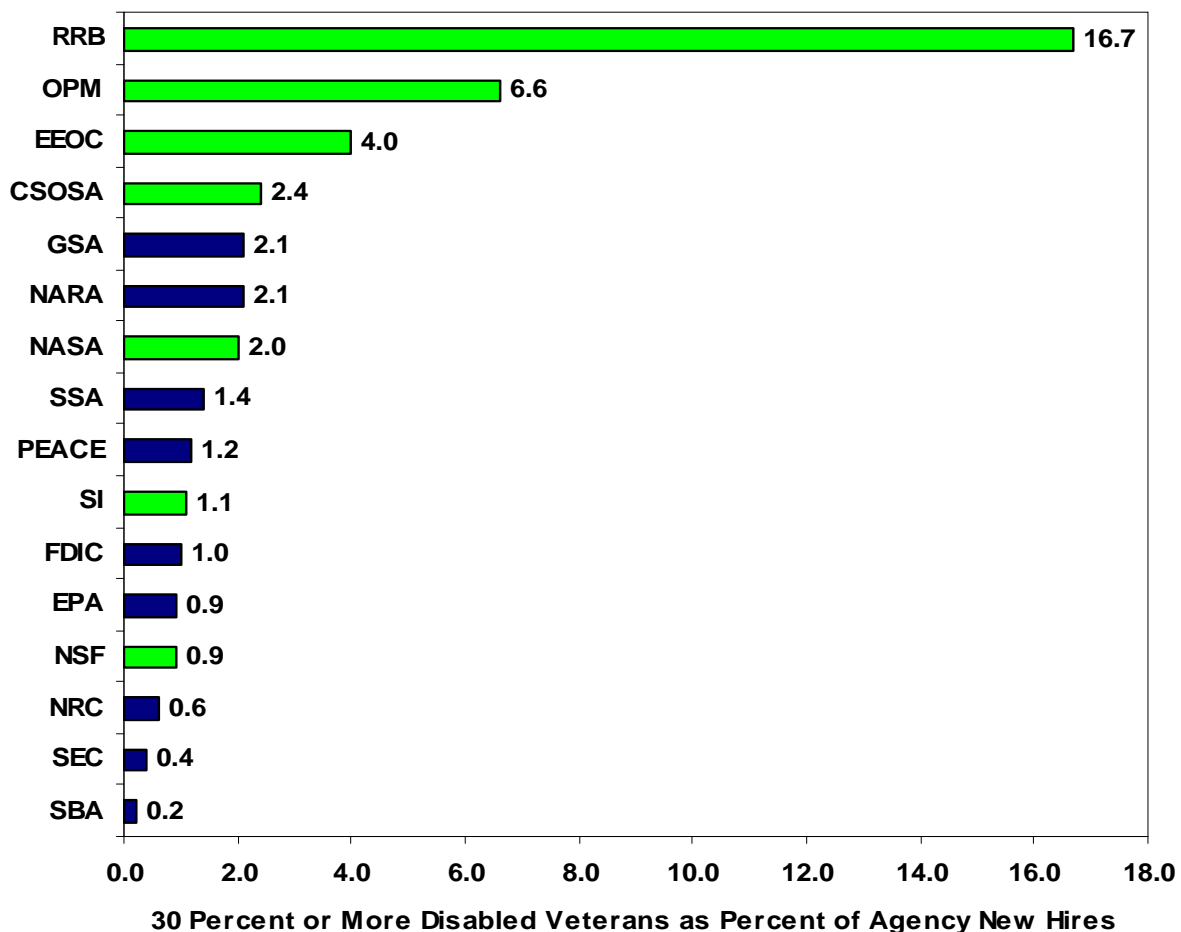


For those agencies that increased their 30 percent or more disabled veterans' representation of new hires, the percentage points ranged from 0.1 percent to 0.5 percent. The Navy (1.3 percent) had the largest percentage point change. HUD increased 0.9 percent, DOT by 0.6 percent, and the Army, Air Force, VA, and DOL showed a 0.5 percent increase (Figure 16).

Figure 17 shows seven Federal independent agencies increased their 30 percent or more disabled veterans' representation of new hires in FY 2006. The percentage point increases in these independent agencies ranged from 0.3 to 16.7 percent. RRB had the largest percentage point change with a 16.7 percentage point increase from FY 2005. EEOC increased by 2.6 percent, CSOSA by 2.4 percent, NASA by 1.4 percent, and OPM by 0.9 percent.

Seven independent agencies (GSA, NARA, SSA, Peace Corps, FDIC, EPA, and Securities and Exchange Commission (SEC)) showed declines in their representation of 30 percent or more disabled veterans among their new hires during FY 2006 (Figure 17). Two independent agencies (NRC and SBA) reported no change as compared to their reported percentages during FY 2005.

**Figure 17**  
**New Hires of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees), September 30, 2006**

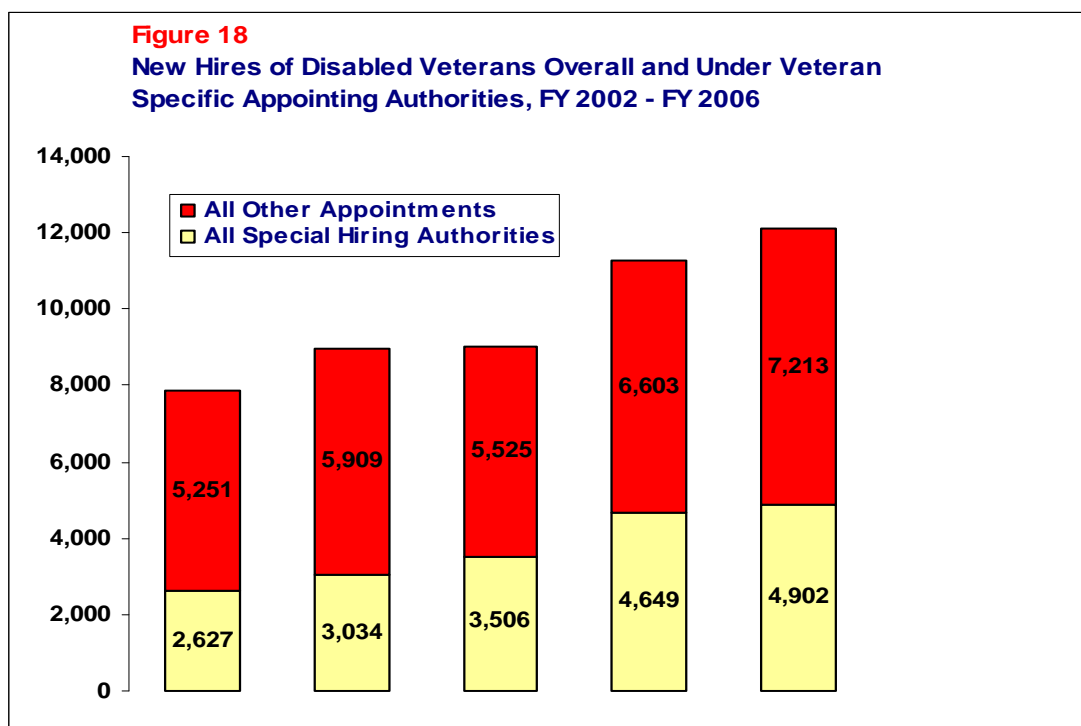


## Special Appointing Authorities for Hiring Veterans

Every year through its outreach efforts, OPM encourages agencies to use special appointing authorities for hiring veterans. These authorities include the 30 percent or more disabled veteran appointment authority, Veterans Recruitment Appointment (VRA) authority, and all other special hiring authorities. During FY 2006, total disabled veterans hired by agencies using all the authorities increased by 863 from 11,252 in FY 2005 to 12,115 in FY 2006 (Figure 18).

### 30 Percent or More Disabled Veterans

The 30 percent or more disabled veteran appointment authority allows agencies to give a temporary or term appointment to service-connected 30 percent or more disabled veterans, as rated by the Department of Veterans Affairs or DoD, to any position for which 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. Unlike the VRA special appointing authority, there is no maximum grade limitation when using the 30 percent or more disabled veteran appointment authority.



	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006
30 Percent or More Disabled	781	828	1,043	1,252	1,265
VRA (conversions <i>not</i> included)	963	1,057	1,141	1,591	1,708
VEOA	883	1,149	1,322	1,806	1,929
<b>All Special Hiring Authorities</b>	<b>2,627</b>	<b>3,034</b>	<b>3,506</b>	<b>4,649</b>	<b>4,902</b>
<b>All Other Special Appointments</b>	<b>5,251</b>	<b>5,909</b>	<b>5,525</b>	<b>6,603</b>	<b>7,213</b>
<b>Total Disabled Veteran Hires</b>	<b>7,878</b>	<b>8,943</b>	<b>9,031</b>	<b>11,252</b>	<b>12,115</b>

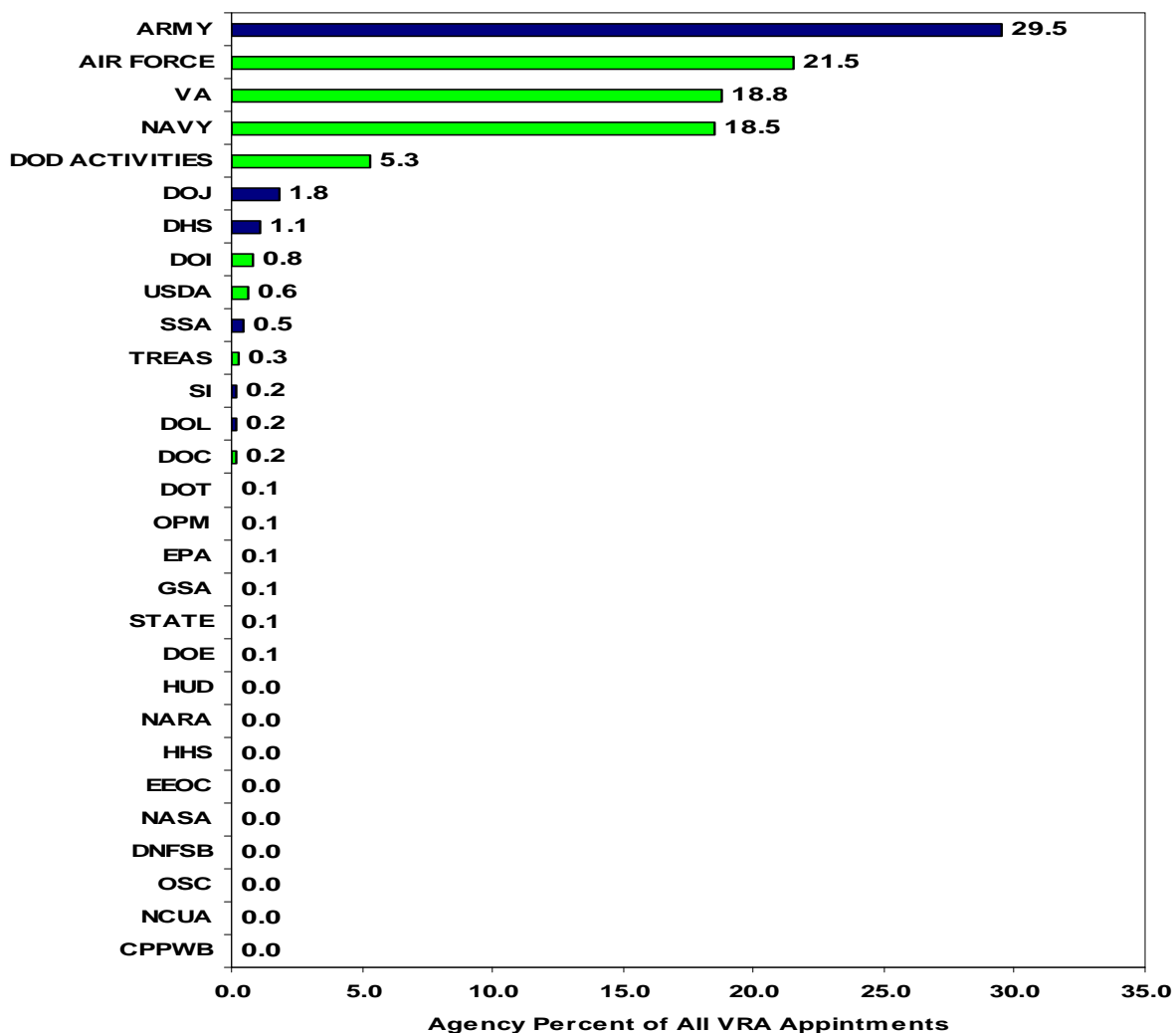
In FY 2006, agencies hired 1,265 30 percent or more disabled veterans using the special appointing authority (Figure 18). This was an increase from the 1,252 30 percent or more disabled veteran hires made in FY 2005 (Figure 18).

### Veterans Recruitment Appointment

The VRA is a special authority by which agencies can appoint an eligible veteran without following competitive examining procedures. This 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 by the agency from the excepted service appointment to a career-conditional appointment in the competitive service.

Figure 19 provides the distribution across departments and independent agencies of their percentage of all VRA appointments. Army had the highest with 29.5 percent, followed by the Air Force with 21.5 percent, VA with 18.8 percent, and Navy with 18.5 percent.

**Figure 19**  
**VRA Appointments by Agency (Executive Departments and Other Independent Agencies) During FY 2006**



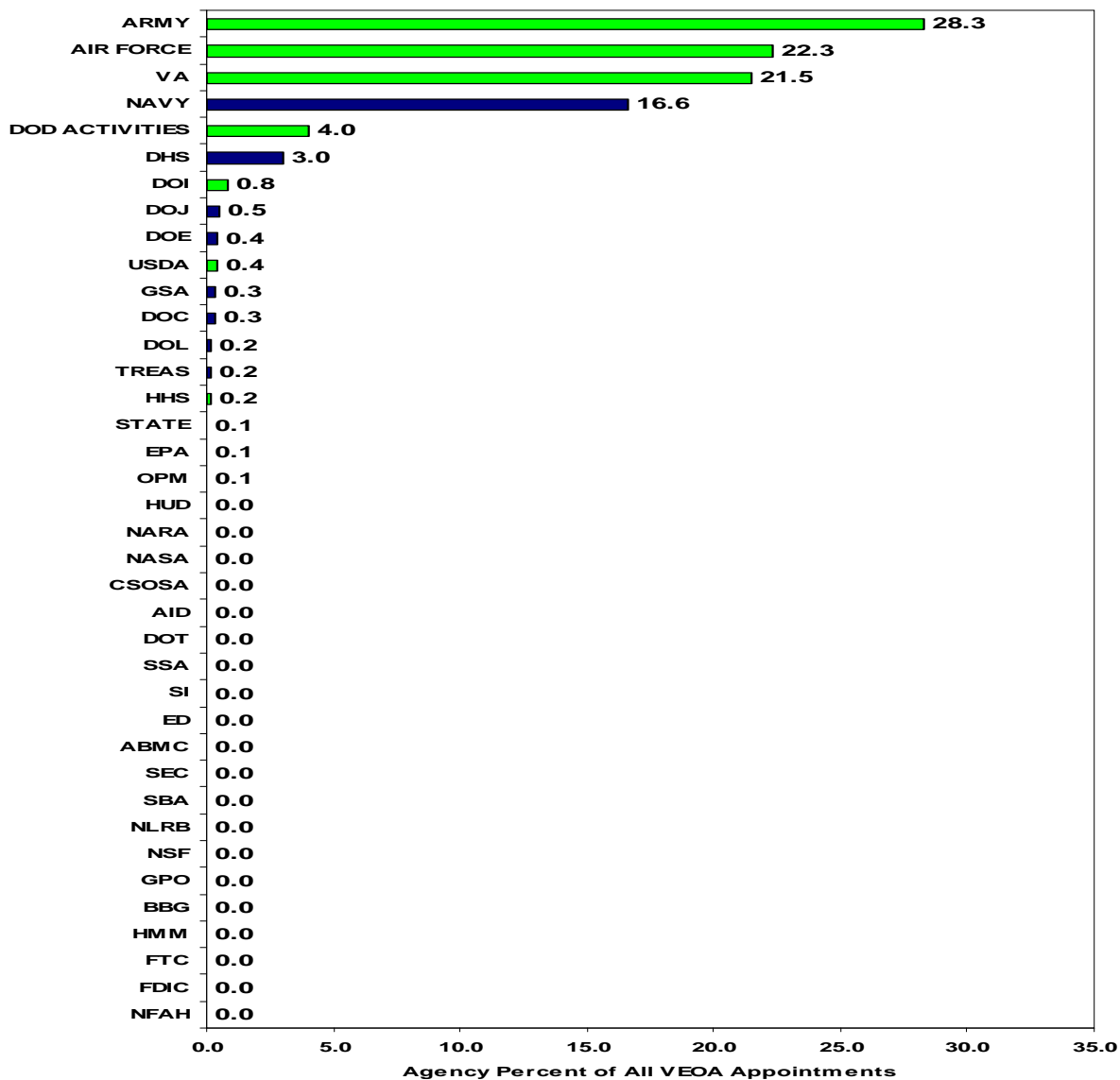


## VEOA Activity

In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which created a new hiring authority. In FY 1999, VEOA's first year, there were 729 VEOA appointments. Section 511 of the Veterans Millennium Health Care Act (Public Law 106-117) of November 30, 1999, amended the VEOA by removing the special hiring authority. VEOA requires that Federal agencies must allow eligible veterans to apply for positions announced under merit promotion procedures whenever the agency is recruiting from outside its own workforce.

As shown in Figure 20, the Army had the highest overall percentage of all VEOA appointments, with 28.3 percent, followed by Air Force (22.3 percent), VA (21.5 percent), and Navy (16.6 percent).

**Figure 20**  
VEOA Appointments in the Executive Departments and Other Agencies  
During FY 2006



## VRA Activity

In FY 2006, Federal agencies made 7,565 VRA appointments, a decrease of 196 veteran employees from the 7,761 VRA appointments made in FY 2005 (Table 5).

Throughout Federal agencies during FY 2006, the use of the VRA appointing authority was concentrated primarily in DoD (Army (2,230), Air Force (1,624), Navy (1,401), and DoD Activities (400)) making up 5,655 of all FY 2006 VRA appointments (7,565). The VA was the third highest agency in their number of VRA appointments (1,426) (Table 5).

**Table 5**  
**VRA Appointments (Total New Hires and Conversions) by GSR Grade within Agency**  
**FY 2006**

Agency	GSR 01-04	GSR 05-08	GSR 09-11	OTHER GRADES,	
				PAY PLANS	TOTAL
AIR FORCE	59	466	589	510	1,624
ARMY	237	1,165	581	247	2,230
CPPWB	0	0	1	0	1
DNFSB	0	0	1	0	1
DHS	1	36	40	7	84
DOC	2	3	8	0	13
DOD ACTIVITIES	13	167	144	76	400
DOE	0	1	2	1	4
DOI	4	25	7	25	61
DOJ	0	126	4	5	135
DOL	0	7	8	0	15
DOT	1	2	6	0	9
EEOC	0	2	0	0	2
EPA	1	6	2	0	9
GSA	0	4	1	0	5
HHS	0	1	1	0	2
HUD	0	2	1	0	3
NARA	0	2	0	0	2
NASA	0	0	1	0	1
NAVY	89	445	540	327	1,401
NCUA	0	0	0	1	1
OPM	0	2	7	0	9
OSC	0	1	0	0	1
SI	0	18	0	0	18
SSA	3	29	4	0	36
STATE	0	1	3	0	4
TREAS	5	8	7	1	21
USDA	3	26	14	4	47
VA	196	613	109	508	1,426
<b>TOTAL</b>	<b>614</b>	<b>3,158</b>	<b>2,081</b>	<b>1,712</b>	<b>7,565</b>

Table 6 shows the distribution of VRA appointments for 2,433 veterans entitled to disability compensation by agency and grade grouping. The largest number of veterans receiving disability compensation were hired using VRA appointments in the Army (648), VA (639), Air Force (514), and Navy (401) (Table 6).

**Table 6**  
**VRA Appointments (Total New Hires and Conversions) - Veterans Entitled to Disability Compensation By Agency and Grade Grouping - FY 2006**

Agency	GSR 01-04	GSR 05-08	GSR 09-11	OTHER GRADES,	TOTAL
				PAY PLANS	
AIR FORCE	34	173	184	123	514
ARMY	78	332	176	62	648
CPPWB	0	0	1	0	1
DHS	0	13	6	0	19
DNFSB	0	0	1	0	1
DOC	0	1	2	0	3
DOD ACTIVITIES	4	36	44	23	107
DOI	1	9	4	7	21
DOJ	0	15	0	1	16
DOL	0	3	6	0	9
DOT	0	0	3	0	3
EEOC	0	2	0	0	2
EPA	0	1	1	0	2
GSA	0	1	0	0	1
HUD	0	2	0	0	2
NAVY	37	132	140	92	401
NCUA	0	0	0	1	1
OPM	0	1	0	0	1
SI	0	3	0	0	3
SSA	2	14	2	0	18
STATE	0	0	2	0	2
TREAS	3	2	1	0	6
USDA	2	7	4	0	13
VA	104	326	53	156	639
<b>TOTAL</b>	<b>265</b>	<b>1,073</b>	<b>630</b>	<b>465</b>	<b>2,433</b>

Analysis of the VRA grade groupings in Table 6 indicates the majority of VRA appointments for veterans entitled to disability compensation (new hires and conversions) were at the GSR-05-08 grade level. The second largest grade category was in the GSR-09-11 level. Combined, these two grade categories represented 1,703 of the 2,433 VRA appointments for veterans entitled to disability compensation.

Table 7 shows that, during FY 2006, there were 5,132 total new hires and conversions to VRA appointments of veterans not receiving disability compensation. In review, the largest of these

total new hires and conversions to VRA appointments were in the Army (1,582), Air Force (1,110), Navy (1,000), VA (787), DoD Activities (293), and DOJ (119).

The review of the VRA grade groupings in Table 7 indicates the majority of VRA appointments for those veterans not entitled to receive disability compensation (new hires and conversions) were made at the GSR-05-08 grade level. The second largest grouping was at the GSR-09-11 level. Combined, these two grade categories represented 3,536 of the 5,132 VRA appointments (Table 7).

**Table 7**  
**Total New Hires and Conversions to VRA Appointments – By Agency and Grade Grouping for Veterans Not Receiving Disability Compensation - FY 2006**

<b>Agency</b>	<b>GSR 01-04</b>	<b>GSR 05-08</b>	<b>GSR 09-11</b>	<b>OTHER GRADES, PAY PLANS</b>	<b>TOTAL</b>
AIR FORCE	25	293	405	387	1,110
ARMY	159	833	405	185	1,582
DHS	1	23	34	7	65
DOC	2	2	6	0	10
DOD ACTIVITIES	9	131	100	53	293
DOE	0	1	2	1	4
DOI	3	16	3	18	40
DOJ	0	111	4	4	119
DOL	0	4	2	0	6
DOT	1	2	3	0	6
EPA	1	5	1	0	7
GSA	0	3	1	0	4
HHS	0	1	1	0	2
HUD	0	0	1	0	1
NARA	0	2	0	0	2
NASA	0	0	1	0	1
NAVY	52	313	400	235	1,000
OPM	0	1	7	0	8
OSC	0	1	0	0	1
SI	0	15	0	0	15
SSA	1	15	2	0	18
STATE	0	1	1	0	2
TREAS	2	6	6	1	15
USDA	1	19	10	4	34
VA	92	287	56	352	787
<b>TOTAL</b>	<b>349</b>	<b>2,085</b>	<b>1,451</b>	<b>1,247</b>	<b>5,132</b>

Table 8 shows the VRA conversions to career/career-conditional appointments by agency, total, disabled veterans receiving compensation, and all other veterans (those not receiving disability compensation). As shown in the table, there were 4,092 total conversions during FY 2006 to career/career-conditional appointments, with 1,293 being disabled veterans receiving compensation and 2,799 classified as all other veterans (Table 8).

As shown in Table 8, the agencies showing the highest number of total conversions of VRA Appointments to career/career-conditional appointments were Army (1,576), Air Force (1,066), Navy (609), and VA (381). These four agencies also had the highest number of conversions for disabled veterans receiving disability compensation (Table 8).

**Table 8**  
**VRA Conversion to Career/Career-Conditional Appointments by Total, Disabled Veterans Entitled to Disability Compensation, and All Other Veterans - FY 2006**

Agency	Total Conversions	Disabled Veterans	All Other Veterans
AIR FORCE	1,066	362	704
ARMY	1,576	479	1,097
DHS	52	8	44
DOC	6	2	4
DOD ACTIVITIES	178	31	147
DOE	2	1	1
DOI	27	7	20
DOJ	99	11	88
DOL	5	0	5
DOT	4	2	2
GSA	7	2	5
HUD	2	1	1
NARA	3	1	2
NAVY	609	183	426
OPM	12	2	10
SSA	42	10	32
STATE	3	0	3
TREAS	9	4	5
USDA	9	3	6
VA	381	184	197
<b>TOTAL</b>	<b>4,092</b>	<b>1,293</b>	<b>2,799</b>

## Promotion of Veterans in the Federal Non-Postal Workforce

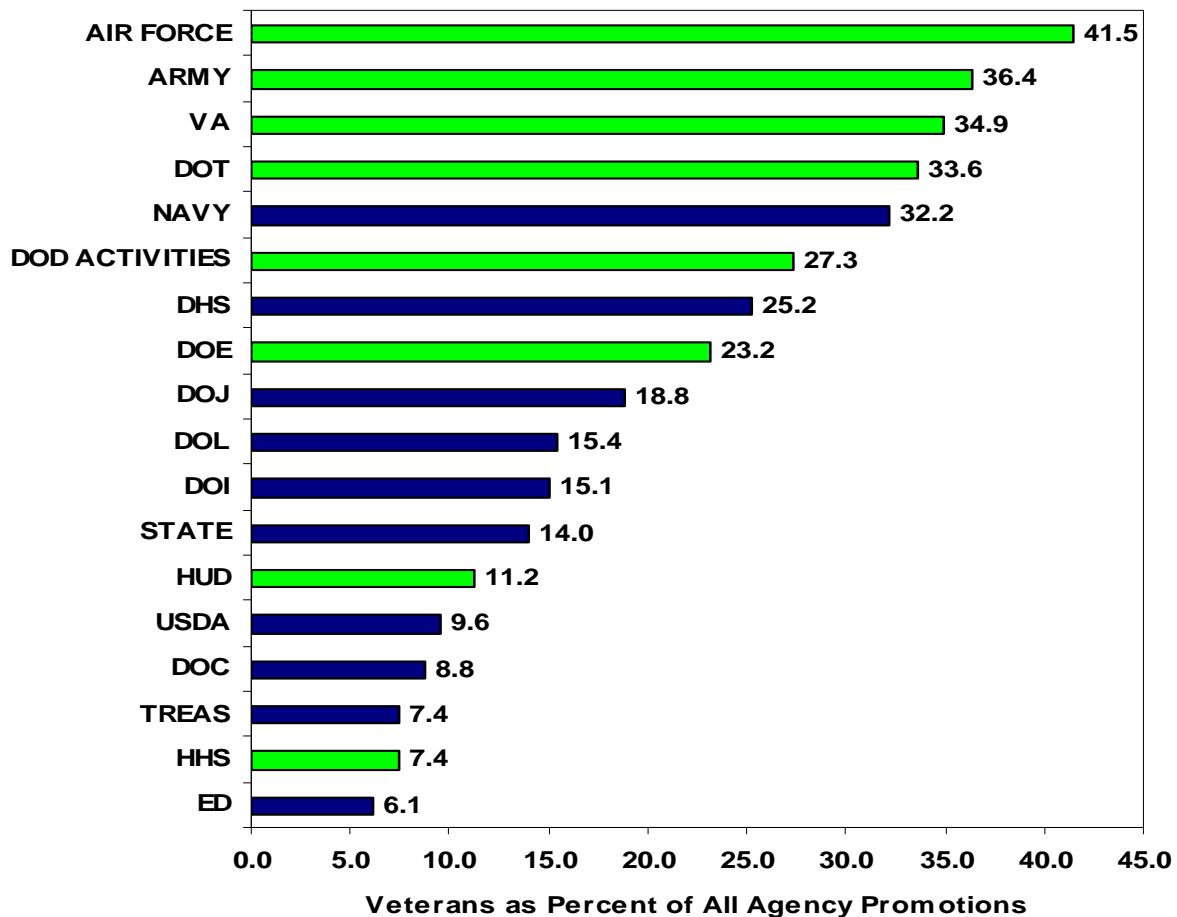
During FY 2006, the total number of promotions<sup>1</sup> in the Federal workforce (265,783 promotions) decreased by 1,041 from 266,824 in FY 2005. Veterans received 62,173 promotions (23.4 percent of all employee promotions) in FY 2006 as compared to 63,321 promotions (23.7 percent of all employee promotions) in FY 2005.

<sup>1</sup>Promotions 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 14,605 promotions (5.5 percent), with 7,782 (2.9 percent) promotions going to those identified as 30 percent or more disabled veterans. Vietnam Era veterans received 15,266 (5.7 percent) promotions during FY 2006, with 14,560 of these being in the Executive departments and the remaining 706 in the independent agencies.

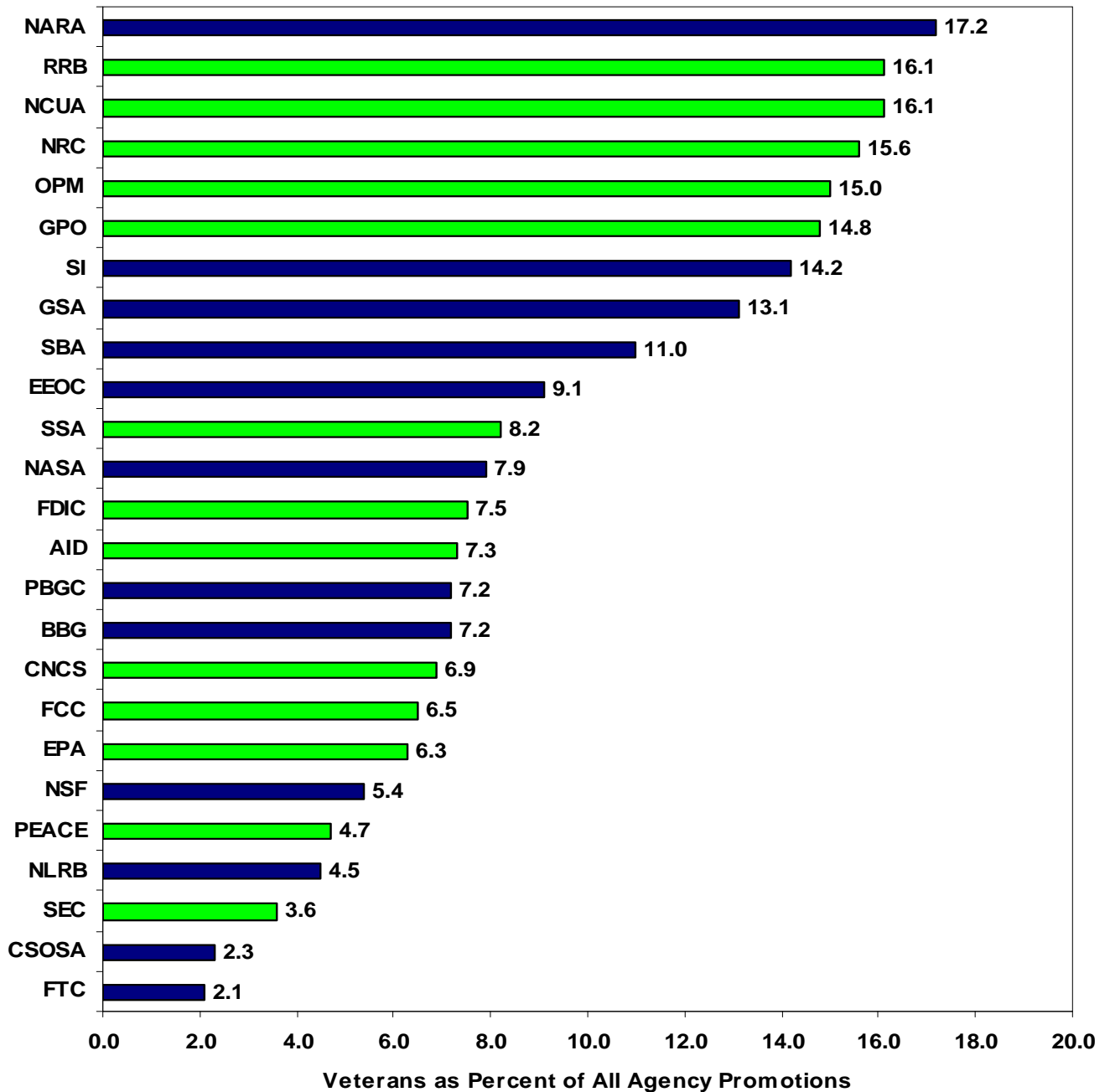
As shown in Figure 21, eight agencies increased from FY 2005 in their veteran promotions as a percentage of all promotions. The Air Force had the highest veteran percentage of promotions (41.5 percent), followed by Army (36.4 percent), VA (34.9 percent), DOT (33.6 percent), and Navy (32.2 percent). The Air Force, Army, VA, and DOT increased their percentages from FY 2005.

**Figure 21**  
Promotions of Veterans in Federal Executive Departments  
During FY 2006



As shown in Figure 22, 13 Federal independent agencies increased their veteran promotions, as a share of all promotions, from FY 2005 to FY 2006 (Figure 22). The leading agencies were NARA (17.2 percent), RRB and NCUA (both 16.1 percent), NRC (15.6 percent), and OPM (15.0 percent). In Figure 22, twelve agencies showed lower percentages than in FY 2005.

**Figure 22**  
**Promotions of Veterans in Federal Independent Agencies (500+ Employees)**  
**During FY 2006**



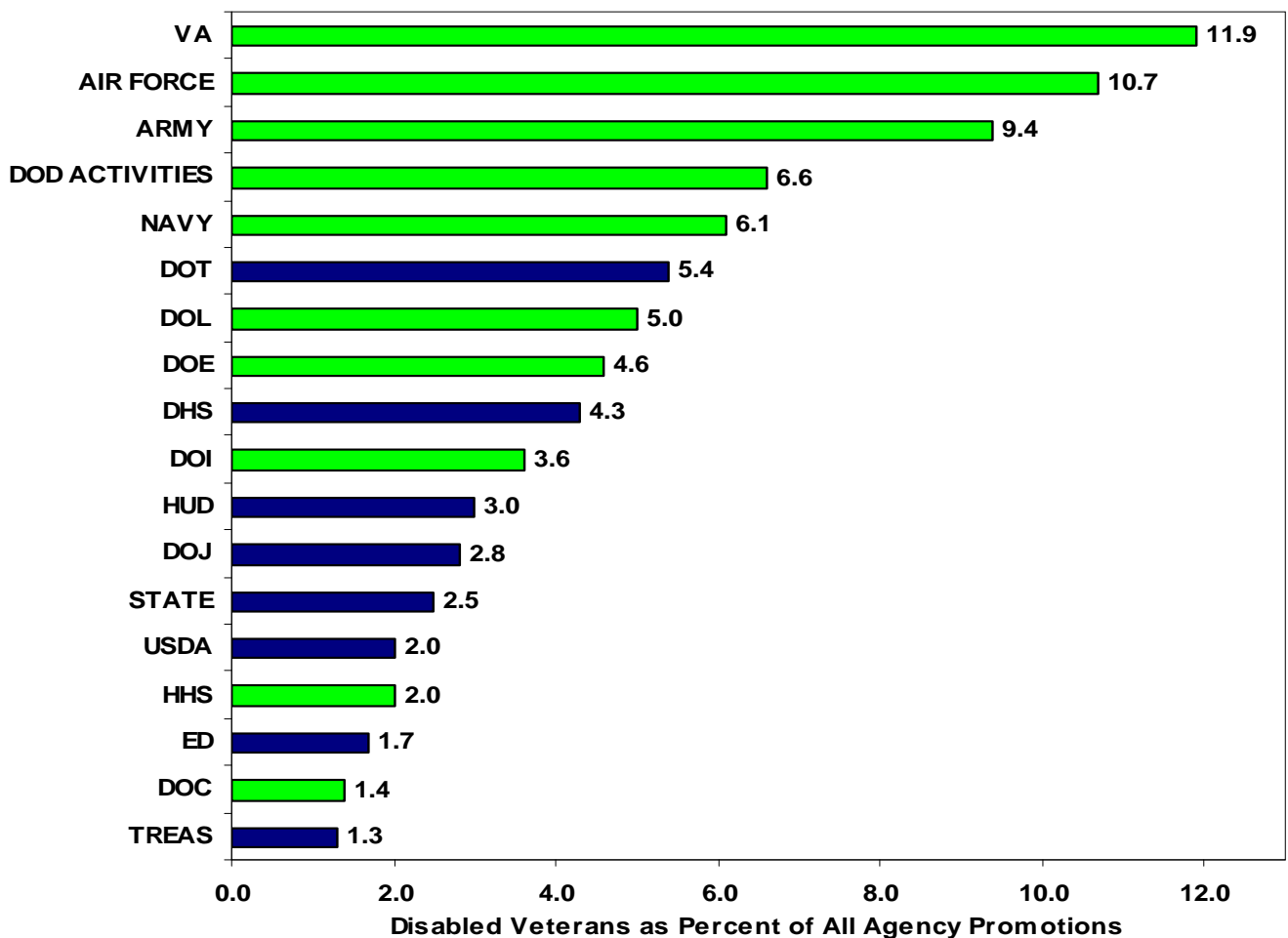
### Promotion of Disabled Veterans

In FY 2006, total disabled veterans promotions increased to 14,605 (5.5 percent of all promotions) as compared to 14,105 (5.3 percent of all promotions) in FY 2005. This was a 0.2 percentage

point increase, or 600 more promotions, of disabled veterans in FY 2006. DoD (7,611) and VA (2,915) combined accounted for 10,526 of the 14,605 disabled veteran promotions during FY 2006.

Figure 23 shows the disabled veterans percentage of promotions in Federal Executive and military departments. Seven Executive and three military departments showed increases in percentages in their respective agency's representation of disabled veterans among promotions from FY 2005 (Figure 23). The highest promotion percentages were in VA (11.9 percent), Air Force (10.7 percent), Army (9.4 percent), and DoD Activities (6.6 percent).

**Figure 23**  
Promotions of Disabled Veterans in Federal Executive Departments  
During FY 2006

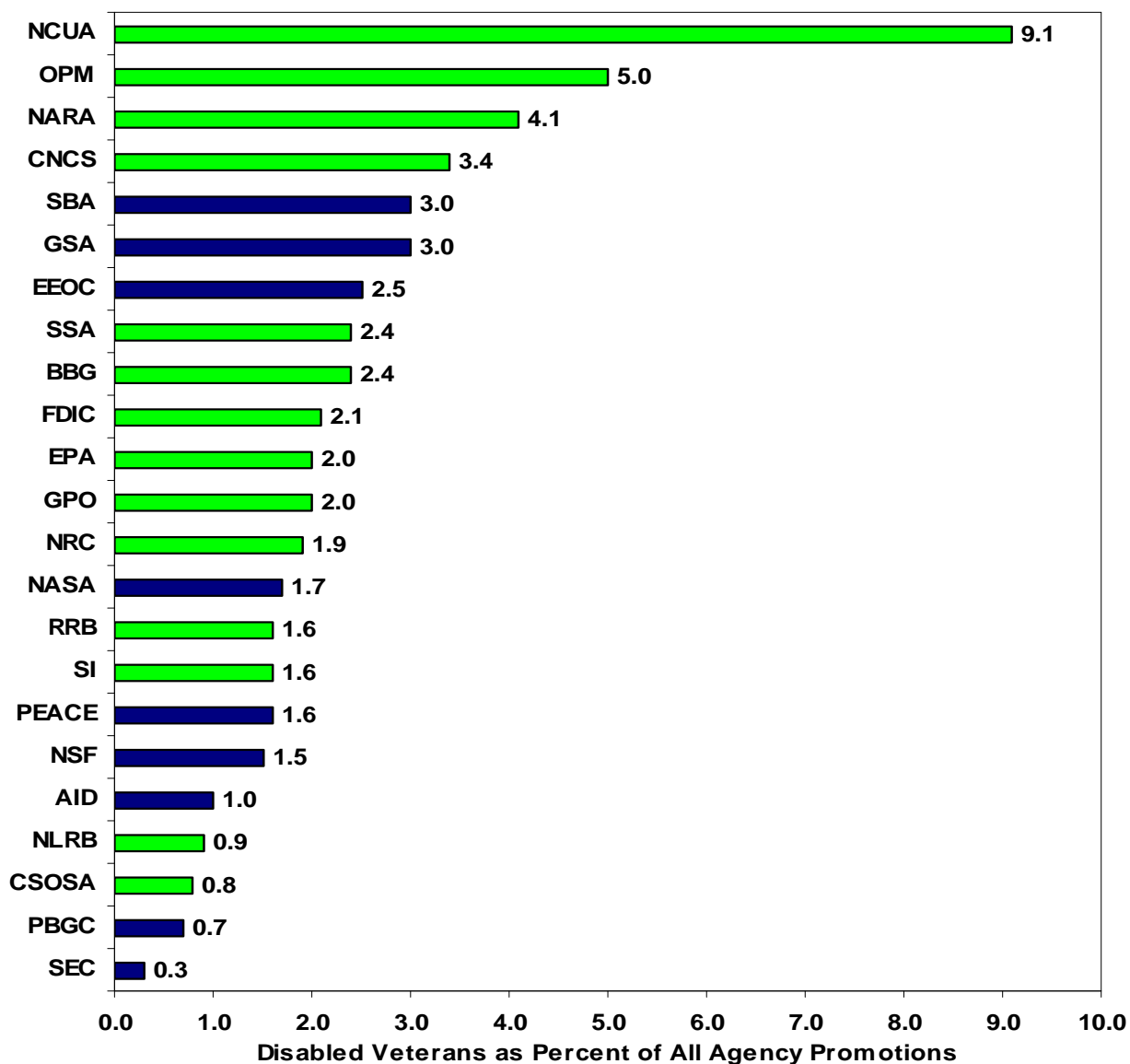


As shown in Figure 24, 14 Federal independent agencies, with 500 or more employees, increased their percentages of disabled veterans' promotions from FY 2005 to FY 2006 (shown in green). Seven agencies (SBA, GSA, EEOC, NASA, NSF, AID, and SEC) saw a decline in these promotions, as a share of all promotions, from the previous year, and two agencies (Peace Corps and PBGC) showed no percentage change from FY 2005 to FY 2006 (Figure 24).



The top three Federal independent agencies in promoting disabled veterans during FY 2006, as a percentage of their entire agency's promotions, were NCUA (9.1 percent), OPM (5.0 percent), and NARA (4.1 percent) (Figure 24).

**Figure 24**  
**Promotions of Disabled Veterans in Federal Independent Agencies**  
**(500+ Employees) During FY 2006**



### Promotion of 30 Percent or More Disabled Veterans

In FY 2006, ten departments (7 Executive and 3 military) showed increases in their respective agency's promotion rates of 30 percent or more disabled veterans from FY 2005 to FY 2006

(Figure 25). The percentage point increases ranged from 0.1 percentage point to 0.6 percentage point. Both VA and Navy had the largest percentage point increase of 0.6 percent from FY 2005 to FY 2006 for their promotions of 30 percent or more disabled veterans. Army and DoD Activities followed with both showing a 0.5 percentage point increase from FY 2005.

**Figure 25**  
**Promotions of 30 Percent or More Disabled Veterans in Federal Executive Departments During FY 2006**

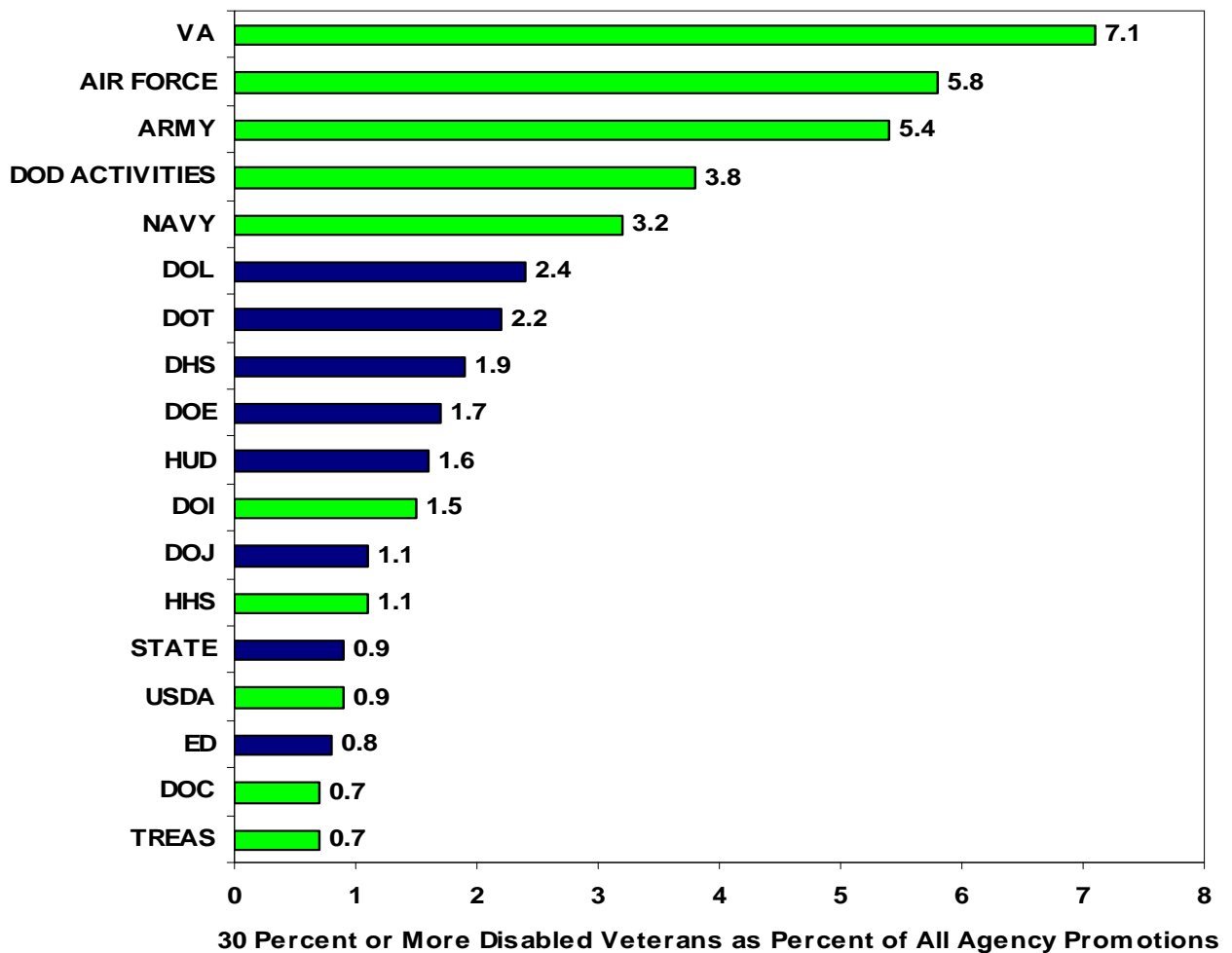
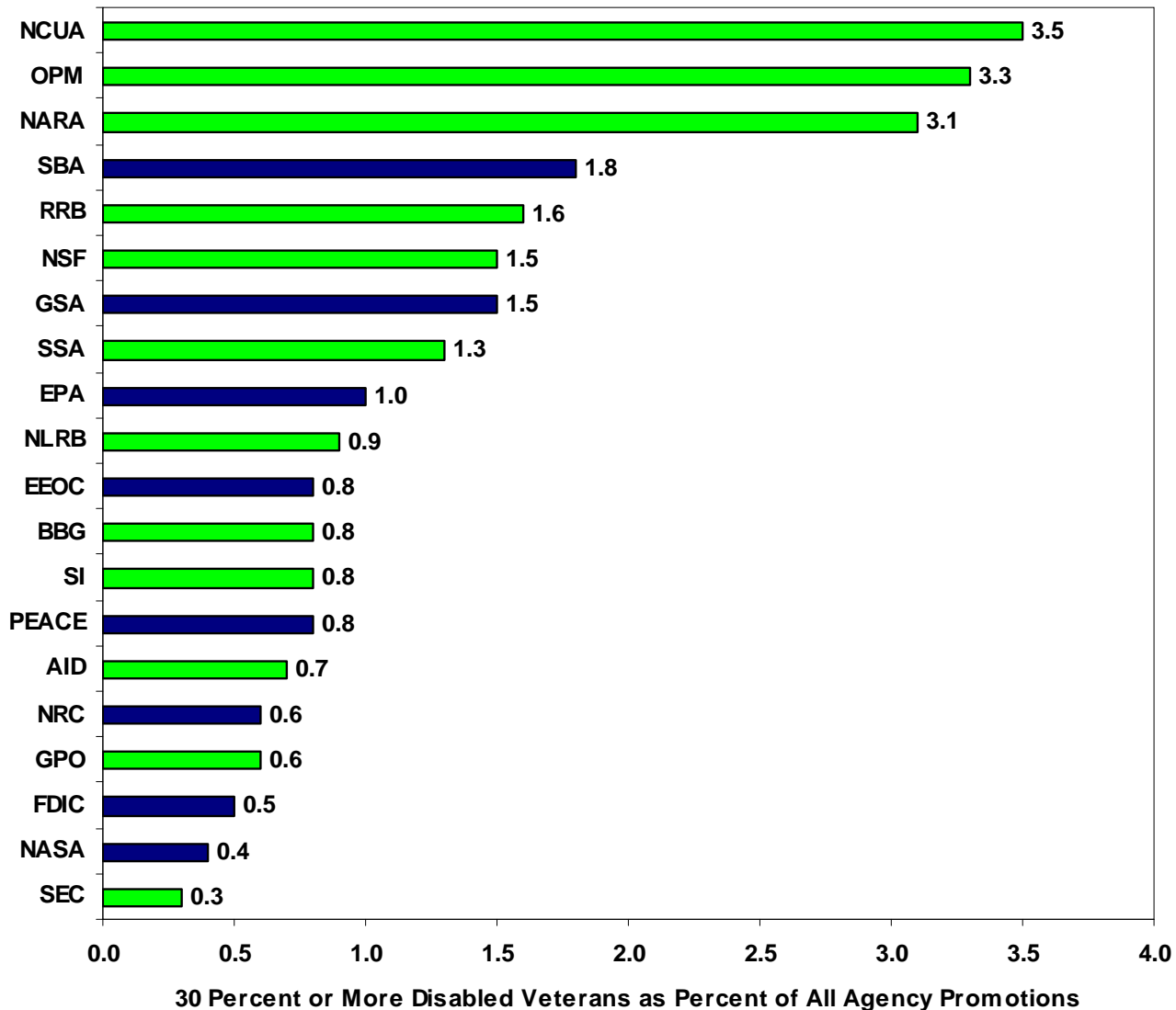


Figure 26 shows the promotions of 30 percent or more disabled veterans, as a percent of all agency promotions, in Federal independent agencies (500+ employees) during FY 2006. As shown in Figure 26, the top three independent agencies with the highest percentages in their promotions of 30 percent of more disabled veterans were NCUA (3.5 percent), OPM (3.3 percent), and NARA (3.1 percent).

Overall, 12 independent agencies (NCUA, OPM, NARA, RRB, NSF, SSA, NLRB, BBG, SI, AID, GPO, and SEC) showed increases from FY 2005 to FY 2006 in their percentage rates of promotions of 30 percent of more disabled veterans (Figure 26).

**Figure 26**  
**Promotions of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees) During FY 2006**



## Retirements of Veterans in the Federal Non-Postal Workforce

Over the last five fiscal years, all Federal employee retirements totaled 42,202 in FY 2002; 51,146 in FY 2003; 54,229 in FY 2004; 59,919 in FY 2005; and 58,626 in FY 2006. This trend showed a decline in FY 2006 from the previous fiscal year.

Veterans represented 23,377 (39.9 percent) of all retiring Federal employees in FY 2006. Of the total veteran retirements in FY 2006, there were 4,188 (7.1 percent) disabled veterans, of which 1,852 (3.2 percent) were rated as 30 percent or more disabled veterans.

In reviewing CPDF data on veteran retirements during the last five years, we found that the number of veterans retiring was 18,403 (43.6 percent of all employee retirements) in FY 2002; 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, as a percentage of all employee retirements, was 7.9 percent (3,335) in FY 2002; 8.0 percent (4,088) in FY 2003; 7.5 percent (4,063) in FY 2004; 7.2 percent (4,317) in FY 2005; and 7.1 percent (4,188) in FY 2006.

Retirement of 30 percent or more disabled veterans, as a percentage of all employee retirements, has stayed relatively the same over the last five years: 3.3 percent (1,412) in FY 2002; 3.4 percent (1,757) in FY 2003; 3.2 percent (1,752) in FY 2004; 3.2 percent (1,934) in FY 2005; and 3.2 percent (1,852) in FY 2006.

## Separations of VRA Appointees

Table 9 shows the FY 2006 separations of VRA appointees and their reason for separating. The two largest categories of VRA separations, Quits (1,090) and Separations for Cause (231), accounted for 1,321 of the total VRA separations (1,441).

In analyzing VRA separation data in Table 9, four agencies showed the largest number of Quits of VRA appointees. These four agencies were the Army (399), VA (266), Air Force (152), and Navy (137).

In reviewing the separation of VRA appointees in these agencies (Army, VA, Air Force, and Navy) the combined data showed 954 Quits, 211 Separations for Cause, 19 Other Terminations, 1 Reduction in Force, 59 Retirements, and 16 Deaths (Table 9).

In FY 2005, VRA separations data showed these four agencies as having similar statistics. During FY 2005, the combined numbers showed 837 Quits, 157 Separations for Cause, 24 Other Terminations, 1 Reduction in Force, 55 Retirements, and 18 Deaths.

The largest category of all VRA appointee separations by agency was through Quits in both FY 2006 (1,090 Quits) and FY 2005 (970 Quits). Over this 2-year period, 2,060 VRA appointees quit their jobs. In reviewing the second largest category, Separations for Cause, there were 409 veterans who left the Federal Government over this same period.

**Table 9**  
**Separations of VRA Appointees By Agency**  
**FY 2006**

Agency	Quits	Separations for Cause	Reduction in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	152	17	1	2	2	3	177
USDA	6	2	0	0	2	0	10
ARMY	399	69	0	7	5	6	486
DOC	2	0	0	0	1	0	3
DOD ACTIVITIES	39	6	0	1	3	1	50
DOJ	49	6	1	0	2	0	58
EPA	1	0	0	0	0	0	1
HMM	0	1	0	0	0	0	1
DHS	8	1	0	0	3	0	12
HUD	1	0	0	0	1	0	2
DOI	6	0	0	1	1	0	8
GPO	2	0	0	0	0	0	2
NAVY	137	17	0	1	1	0	156
OPM	1	0	0	0	0	0	1
AFRH	0	0	1	0	0	0	1
SI	11	2	0	0	0	0	13
SSA	6	1	0	5	2	0	14
DOT	1	0	0	0	0	0	1
TREAS	3	1	0	0	0	0	4
VA	266	108	0	9	51	7	441
TOTAL	1,090	231	3	26	74	17	1,441

Table 10 shows the FY 2006 separation data for VRA appointees by agency for those veterans entitled to disability compensation and their reason for separation. Analysis of the data shows there were 498 VRA appointees separated who had been entitled to disability compensation (Table 10).

The largest category of separation for all VRA disabled veterans was in Quits, with 346 of the total separations (498). The second largest category was in Separation for Cause, with 105. These two categories combined for 451 of all VRA separations for veterans entitled to disability compensation.

Table 10 shows that in FY 2006, there were 33 VRA appointees who retired and were entitled to disability compensation. Twenty-two of these retirees were in VA, four in the Army, and the remainder were in Air Force, DoD Activities, DOJ, DHS, and SSA.

**Table 10**  
**Separations of VRA Appointees by Agency – Veterans Entitled to Disability Compensation**  
**FY 2006**

Agency	Quits	Separations for Cause	Other Terminations	Retirements	Deaths	Total
AIR FORCE	47	7	0	2	1	57
USDA	1	2	0	0	0	3
ARMY	108	28	2	4	3	145
DOD ACTIVITIES	7	3	1	1	0	12
DOJ	5	1	0	1	0	7
DHS	4	1	0	2	0	7
HUD	1	0	0	0	0	1
DOI	3	0	0	0	0	3
NAVY	49	8	0	0	0	57
SI	2	0	0	0	0	2
SSA	3	1	3	1	0	8
TREAS	3	1	0	0	0	4
VA	113	53	1	22	3	192
TOTAL	346	105	7	33	7	498

**Table 11**  
**Separations of VRA Appointees By Agency - Veterans Not Entitled to Disability Compensation**  
**FY 2006**

Agency	Quits	Separations for Cause	Reductions in Force	Other Terminations	Retirements	Deaths	Total
AIR FORCE	107	10	1	2	0	2	122
USDA	5	0	0	0	2	0	7
ARMY	298	43	0	5	1	3	350
DOC	2	0	0	0	1	0	3
DOD ACTIVITIES	32	3	0	0	2	1	38
DOJ	46	5	1	0	1	0	53
EPA	1	0	0	0	0	0	1
HMM	0	1	0	0	0	0	1
DHS	5	0	0	0	1	0	6
HUD	0	0	0	0	1	0	1
DOI	3	0	0	1	1	0	5
GPO	2	0	0	0	0	0	2
NAVY	91	9	0	1	1	0	102
OPM	1	0	0	0	0	0	1
AFRH	0	0	1	0	0	0	1
SI	10	2	0	0	0	0	12
SSA	3	0	0	2	2	0	7
DOT	1	0	0	0	0	0	1
VA	166	59	0	8	31	4	268
TOTAL	773	132	3	19	44	10	981

Table 11 shows the separations of VRA appointees by agencies that were not entitled to disability compensation. The Federal agencies showing the highest separations of non-disabled veterans were Army (350), VA (268), Air Force (122), and Navy (102). These four agencies had 842 of the total 981 separations of VRA appointees (Table 11).

The highest category of separations for those VRA appointees not entitled to receive disability compensation was Quits, with 773 separations (Table 11). The second largest was Separations for Cause, with 132 separations (Table 11).

The combined categories of Quits and Separations for Cause represented a total loss of 905 veterans out of the 981 separated (Table 11). This amounted to 92.3 percent of all FY 2006 separations of veterans not entitled to disability compensation.

## Tennessee Valley Authority

The Tennessee Valley Authority's (TVA) total workforce decreased by 103 employees (0.8 percent) from 12,703 employees in FY 2005 to 12,600 employees in FY 2006. Veterans represented 19.7 percent (2,477) of the total TVA workforce (Table 12).

As shown in Table 12, the total number of veterans and respective percentages of the total TVA employee workforce have declined each fiscal year since FY 2002.

In TVA, all disabled veterans represented 2.3 percent (293) of TVA's total workforce as compared to 5.4 percent (97,828) disabled veterans in the non-Postal Federal workforce. The number of disabled veterans in the TVA workforce increased by four disabled veterans from the reported 289 (2.3 percent) in FY 2005 to 293 in FY 2006. Overall, the representation of disabled veterans in the TVA workforce has remained relatively stable (as presented in Table 12) for the 5-year period from FY 2002 through FY 2006.

<b>Table 12</b>					
<b>Employment of Veterans in the Tennessee Valley Authority (TVA)</b>					
<b>FY 2002 – FY 2006</b>					
	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
<b>Total TVA Workforce</b>	<b>13,444</b>	<b>13,379</b>	<b>12,742</b>	<b>12,703</b>	<b>12,600</b>
<b>Total TVA Veterans</b>	<b>3,458</b>	<b>3,218</b>	<b>2,848</b>	<b>2,659</b>	<b>2,477</b>
% of Total Workforce	25.7%	24.1%	22.4%	20.9%	19.7%
<b>Disabled Veterans</b>	<b>296</b>	<b>294</b>	<b>286</b>	<b>289</b>	<b>293</b>
% of Total Workforce	2.2%	2.2%	2.2%	2.3%	2.3%
% of Total Veterans	8.6%	9.1%	10.3%	10.8%	11.8%
<b>30%+ Disabled Veterans</b>	<b>98</b>	<b>91</b>	<b>89</b>	<b>89</b>	<b>93</b>
% of Total Workforce	0.7%	0.7%	0.7%	0.7%	0.7%
% of Total Veterans	2.8%	2.8%	3.1%	3.4%	3.8%
% of Disabled Veterans	33.1%	30.9%	31.1%	30.8%	31.7%

Source: Tennessee Valley Authority

There were 93 (0.7 percent) 30 percent or more disabled veterans in TVA's total workforce (Table 12) during FY 2006. As shown in Table 12, the representation of 30 percent or more disabled veterans has continued to remain stable in both the percentage of the total workforce and as a percentage of total veterans over time.

As reported by TVA, the number of promotions in TVA increased by two from 458 in FY 2005 to 460 in FY 2006. Of the total 460 promotions made within TVA during FY 2006, non-veterans received 387 promotions and veterans received 73 (15.9 percent). As a subset of all veterans receiving promotions, those identified as disabled veterans received six (1.3 percent) promotions. Additionally, 30 percent or more disabled veterans received three (0.7 percent) promotions out of all 73 veteran promotions.

## U.S. Postal Service

The U. S. Postal Service (Postal Service) is one of the largest employers of veterans in the nation, second only to the Department of Defense. During FY 2006, the Postal Service employed 695,890 career employees. This was a decrease of 8,313 employees from the 704,203 employed during FY 2005 (Table 13).

There were 179,348 veterans employed in the Postal Service during FY 2006. This is a decrease of 7,796 veterans from the 187,144 during FY 2005. Disabled veterans represented 8.8 percent (61,482) of the Postal Service's career workforce, as compared to 9.0 percent (63,456) during FY 2005. The representation of disabled veterans in the Postal Service shows a decline of 1,974 disabled veterans (Table 13). Additionally, the Postal Service's representation of 30 percent or more disabled veterans declined by 36 from 16,859 in FY 2005 to 16,823 in FY 2006 (Table 13).

<b>Table 13</b>					
<b>Employment of Veterans in the U.S. Postal Service</b>					
<b>FY 2002 – FY 2006</b>					
	<b>FY 2002</b>	<b>FY 2003</b>	<b>FY 2004</b>	<b>FY 2005</b>	<b>FY 2006</b>
Total Workforce	751,980	729,646	706,414	704,203	695,890
<b>Total Veterans</b>	<b>223,796</b>	<b>210,887</b>	<b>196,173</b>	<b>187,144</b>	<b>179,348</b>
% of Total	29.8%	28.9%	27.8%	26.6%	25.8%
<b>Disabled Veterans</b>	<b>73,899</b>	<b>70,053</b>	<b>65,956</b>	<b>63,456</b>	<b>61,482</b>
% of Total	9.8%	9.6%	9.3%	9.0%	8.8%
% of Veterans	33.0%	33.2%	33.6%	33.9%	34.3%
<b>30%+ Disabled Veterans</b>	<b>18,529</b>	<b>17,839</b>	<b>17,110</b>	<b>16,859</b>	<b>16,823</b>
% of Total	2.5%	2.4%	2.4%	2.4%	2.4%
% of Veterans	8.3%	8.5%	8.7%	9.0%	9.4%
% of Disabled Veterans	25.1%	25.5%	25.9%	26.5%	27.4%
Source: United States Postal Service					

In FY 2006, veterans received 23.9 percent (6,859) of the promotions, as compared to 25.1 percent (7,270) in FY 2005. Disabled veterans received 9.5 percent (2,725) of all Postal Service promotions (28,696) in FY 2006, as compared to 10.0 percent (2,883) in 2005. This was a



decrease of 158 promotions for disabled veterans. Postal Service veterans rated as 30 percent or more disabled received 2.8 percent (810) of the total promotions in FY 2006 as compared to 2.9 percent (844) during FY 2005. This was a decrease of 34 advancements for 30 percent or more disabled veterans. The promotion figures in the table for Postal Service include reassignments of Postal Career Executive Service employees and promotions to Executive and Administrative salary positions.

In advancement and promotions, disabled veterans with less than a 30 percent disability rating accounted for 10.3 percent (2,696) of the total career hires, compared to 7.4 percent (2,620) in FY 2005. This was an increase of 2.9 percentage points. Additionally, 30 percent or more disabled veterans constituted 4.6 percent (1,191) of total career hires, as compared to 3.2 percent (1,144) in FY 2005. This was an increase of 1.4 percentage points.

Although the number of disabled veterans with a 30 percent or more disability rating has declined as shown in Table 13 over the past four years, the percentage of the total workforce has remained steady at 2.4 percent. In addition, Table 13 shows the increasing percentage of 30 percent or more disabled veterans in both categories as a percent of veterans and percent of disabled veterans.

## List of Agency Abbreviations Used in the Report

### AGENCY

Agency for International Development  
 Agriculture, Department of  
 Air Force, Department of the  
 American Battle Monuments Commission  
 Armed Forces Retirement Home  
 Army, Department of the  
 Broadcasting Board of Governors  
 Commerce, Department of  
 Committee for Purchase From People Who Are Blind  
 Corporation for National and Community Service  
 Court Services and Offender Supervision Agency  
 Defense Nuclear Facilities Safety Board  
 DoD Activities  
 Education, Department of  
 Energy, Department of  
 Environmental Protection Agency  
 Equal Employment Opportunity Commission  
 Federal Communications Commission  
 Federal Deposit Insurance Corporation  
 Federal Trade Commission  
 General Services Administration  
 Government Printing Office  
 Health and Human Services, Department of  
 Holocaust Memorial Museum  
 Homeland Security, Department of  
 Housing and Urban Development, Department of  
 Interior, Department of the  
 Justice, Department of  
 Labor, Department of  
 National Aeronautics and Space Administration  
 National Archives and Records Administration  
 National Credit Union Administration  
 National Foundation on the Arts and Humanities  
 National Labor Relations Board  
 National Science Foundation  
 Navy, Department of the  
 Nuclear Regulatory Commission  
 Office of Personnel Management  
 Peace Corps  
 Pension Benefit Guaranty Corporation  
 Postal Regulatory Commission  
 Postal Service, U.S.  
 Railroad Retirement Board

### ABBREVIATION

AID  
 USDA  
 AIR FORCE  
 ABMC  
 AFRH  
 ARMY  
 BBG  
 DOC  
 CPPWB  
 CNCS  
 CSOSA  
 DNFSB  
 DOD ACT  
 ED  
 DOE  
 EPA  
 EEOC  
 FCC  
 FDIC  
 FTC  
 GSA  
 GPO  
 HHS  
 HMM  
 DHS  
 HUD  
 DOI  
 DOJ  
 DOL  
 NASA  
 NARA  
 NCUA  
 NFAH  
 NLRB  
 NSF  
 NAVY  
 NRC  
 OPM  
 PEACE  
 PBGC  
 PRC  
 USPS  
 RRB

Securities and Exchange Commission	SEC
Small Business Administration	SBA
Smithsonian Institution	SI
Social Security Administration	SSA
State, Department of	STATE
Tennessee Valley Authority	TVA
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.

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

**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.

**Federal Civilian Workforce (FCW).** 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 one year.

**Term Appointment.** A term appointment is a non-status appointment to a position in the competitive service for a specific period of more than one year but not more than four 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 provided to qualified covered veterans 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.



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