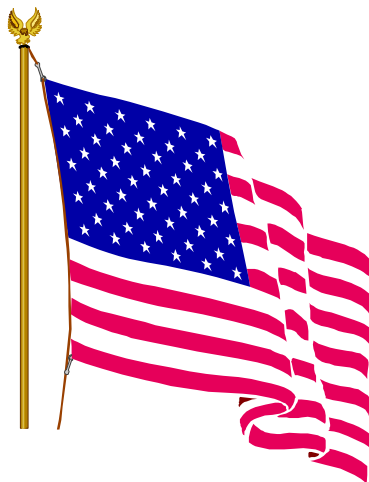


ANNUAL REPORT TO CONGRESS
ON
VETERANS' EMPLOYMENT
IN THE
FEDERAL GOVERNMENT



Fiscal Year 2000
(October 1, 1999 - September 30, 2000)



United States Office of
Personnel Management

Employment
Service

ES/DO-3
August 2001

“The United States has an obligation to assist veterans of the Armed Forces in readjusting to civilian life since veterans, by virtue of their military service, have lost opportunities to pursue education and training oriented toward civilian careers. The Federal Government is also continuously concerned with building an effective work force, and veterans constitute a major 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 disabled veterans and certain veterans of the Vietnam era and of the post-Vietnam era who are qualified for such employment and advancement.”

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

TABLE OF CONTENTS

EXECUTIVE SUMMARY	1
INTRODUCTION	4
STATUS OF VETERANS IN THE FEDERAL WORKFORCE	6
Non-Postal Federal Agencies	6
Disabled Veterans	8
30 Percent or More Disabled Veterans	9
Grade Distribution of Veterans	10
Occupational Distribution of Veterans	11
HIRING OF VETERANS IN THE FEDERAL WORKFORCE	13
Hiring of Disabled Veterans	17
Hiring of 30 Percent or More Disabled Veterans	19
Use of Special Hiring Authorities for Disabled Veterans	20
PROMOTIONS OF VETERANS IN THE FEDERAL WORKFORCE	23
Promotions of Disabled Veterans	24
Promotions of 30 Percent or More Disabled Veterans	25
RETIREMENTS OF VETERANS IN THE FEDERAL WORKFORCE	27
U.S. POSTAL SERVICE	28
AGENCY HIGHLIGHTS	29
LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	34
GLOSSARY OF TERMS	38

EXECUTIVE SUMMARY

This report on veterans employment in the Federal government is prepared and submitted in accordance with Section 4214 of Title 38, United States Code. It includes the Fiscal Year (FY) 2000 results of the status of veterans, including disabled veterans, in the Federal workforce. The results are presented for veteran new hires, promotions, and retirements.

The Federal government remains the Nation's leader in veterans' employment. As of September 30, 2000, the government employed 446,890 veterans. Compared to the available civilian labor force (CLF), the Federal government employs over two times the percentage of veterans; nearly three times the percentage of Vietnam-era veterans; five times the percentage of disabled veterans; and over nine times the percentage of 30 percent or more disabled veterans.

The Federal government has continued to decrease in size over the past several years. There are 423,200 fewer employees now than there were in 1993. Of this decline, 45 percent were veterans. In addition, the average age of the Federal worker continues to rise. Today it is 46.5 years and the average age veteran is 50.1 years old.

In the general workforce, the population of veterans has declined by 2 million over the eight year period from FY 1991 to FY 1999. This decline will continue as the number of new veterans fails to keep pace with the death of older veterans. Therefore, the pool of veteran applicants has significantly declined and will continue to do so.

Despite the combination of a shrinking Federal workforce, an aging population, and a decreased applicant pool of veterans, the percentage of veterans in the non-postal Federal civilian workforce remains steady at 26.1 percent (Figure 1). The Department of Defense (DOD) alone employed 52 percent of the veterans in Federal service in FY 2000. In addition, a number of agencies have higher proportions of veterans now than they have had in the past. The top civilian agency employers of veterans continue to include the Department of Transportation (DOT), Department of Veterans Affairs (VA), the Armed Forces Retirement Home (AFRH), and the General Services Administration (GSA).

The number of disabled veterans declined in FY 2000 with a net loss of 0.8 percent. The DOD and VA account for 75.3 percent of all disabled veterans in the Federal civilian workforce. Twelve of the executive agencies and independent agencies reported increased representation of disabled veterans in their workforce over the past year. Moreover, the number of 30 percent or more disabled veterans increased for the fifth consecutive year to 1.8 percent. The DOD and VA accounted for 79.4 percent of this group. These positive effects were the results of veterans' preference helping the eligible disabled veterans retain their employment during downsizing.

TOTAL VETERAN NEW HIRES

Over the past year, new hires of veterans have increased by 11.2 percent. They represent 16.7 percent of all new hires in the Federal government and 31.1 percent of all full-time permanent new hires (Figure 2). Of the full time permanent new hires, 7.5 percent were Vietnam-era veterans; 5.4 percent were disabled veterans; and 2.6 percent were 30 percent or more disabled. These figures represent modest increases in the percent of all disabled veterans hired throughout government. However, the relatively high proportion of full time permanent new hires who were veterans, i.e. over 30 percent, has remained consistent over the past 5 years. Overall, hiring trends across agencies remained relatively consistent for veterans. Veterans were hired primarily into clerical and blue collar jobs although a significant number were also hired into administrative positions (20.8 percent). A lower percentage of veterans have 4 year college degrees (23.5 percent) than their non-veteran counterparts (26 percent) in the Federal government. The largest concentration of new hires were at the Department of Defense (DOD) which hired almost half of the new veteran hires. The Executive Departments hired nearly all remaining veterans.

DISABLED VETERANS NEW HIRES

Disabled veterans constituted 3.1 percent of all new hires with DOD hiring over half of them. Hiring of 30 percent or more disabled veterans increased by 13.3 percent from last year. Of all the agencies, DOD had the highest percentage of veteran hires (59 percent) in which they used special hiring authorities. The Department of Veterans Affairs (VA) was next with 25 percent and the Department of Justice used the special hiring authorities in 8 percent of their cases. Overall, the special hiring authorities accounted for 20 percent of all new veteran hires. Twenty-three Executive Departments and independent agencies showed an increase in their representation of disabled veterans among FY2000 new hires compared to the previous year.

PROMOTIONS OF VETERANS

Veterans accounted for 22 percent of the promotions and DOD and VA represented 61 percent of those promotions. The percentage of promotions for disabled veterans increased to 4.2 percent. As for the promotions of 30 percent or more disabled veterans, 73 percent of the promotions were at the DOD and VA. Fourteen Executive agencies and independent agencies reported increases in the number of promotions of disabled veterans.

RETIREMENT OF VETERANS

During the last 6 years, veterans consistently represented 44 to 45 percent of all retirements in the Federal government. The aging population of veterans continues to impact the number of veterans who continue to work. Their average age (50.1) is nearly 4 years older than the average


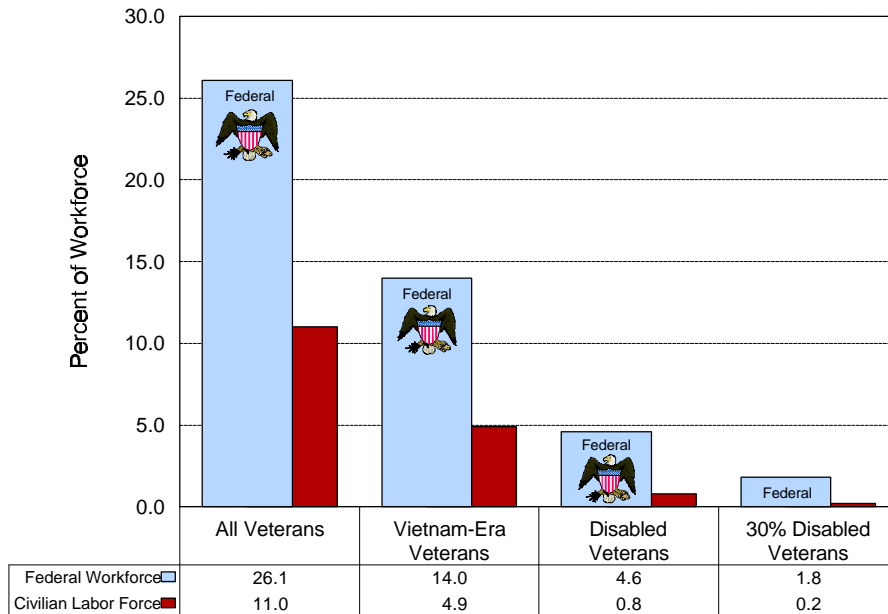
age (46.3) of all Federal employees. 

Figure 1.
Federal
Branch
the Civilian

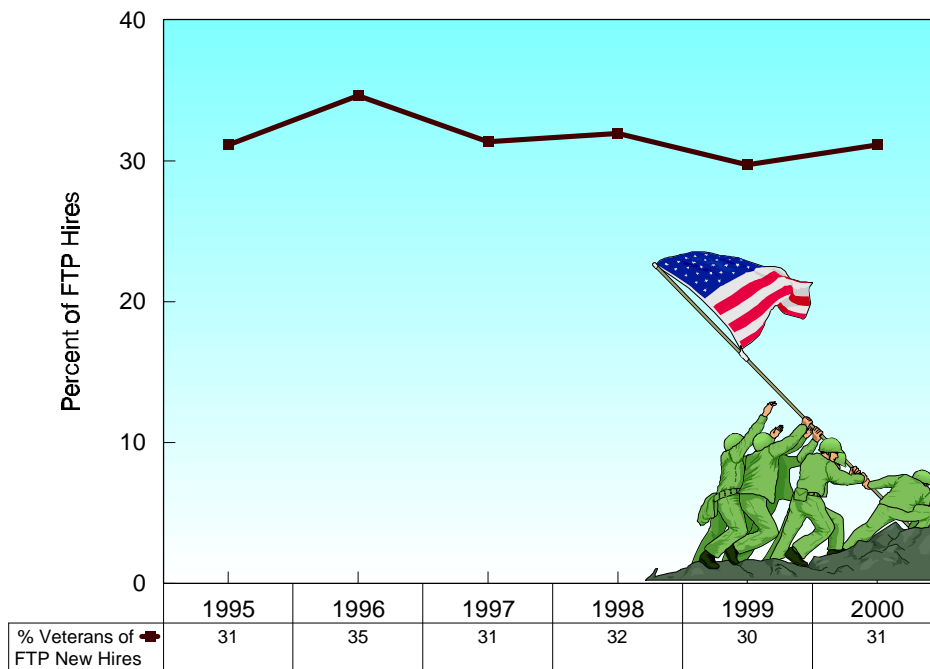


**Veterans in the
Executive
Workforce and
Labor Force**

NOTE: Civilian Labor Force is for men and women, ages 18 years and over.

Sources: CLF data from the **Current Population Survey (Biennial)**, September 1999, U.S. Department of Labor, Bureau of Labor Statistics. Federal data from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF), September 2000.

Figure 2.
Percentage
Civilian
Hires



**Veterans' of Federal
FTP New**

Source: U.S. Office of Personnel Management's Central Personnel Data File (excluding Army and Air Force National Guards which are exempt from reporting veteran status).

INTRODUCTION

This is the U.S. Office of Personnel Management's (OPM) FY 2000 report on veterans' employment in the Federal Government. It is prepared and submitted in accordance with Section 4214 of title 38, United States Code. The law reflects the high priority placed by the Federal Government on the recruitment, employment, and advancement of veterans, especially disabled veterans.

This annual report describes significant issues affecting the Federal employment of veterans, including disabled veterans; details employment activities of OPM and other Federal agencies on behalf of all veterans; and provides related statistics. Hiring data are included for both total and full-time permanent (FTP) Federal workforce populations. As required by law, information is provided on the Veterans' Readjustment Authority (VRA), the special noncompetitive hiring authority for 30 percent or more disabled veterans, and the Disabled Veterans Affirmative Action Program (DVAAP).

Each department, agency, and instrumentality in the Executive Branch, including the Postal Rate Commission, U.S. Postal Service, and Tennessee Valley Authority, is required by statute to have an affirmative action program for the recruitment, employment, and advancement of disabled veterans.

OPM provides guidance and assistance to Federal agencies developing DVAAP plans and annually requests agencies to submit accomplishment reports and plan certifications under the DVAAP. OPM reviews each agency's submission to determine if it is consistent with applicable laws and regulations.

Data Sources

The main source of Federal employment data in this 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 CPDF does not include Congress, Library of Congress, Judicial Branch, White House Office, Office of the Vice President, Central Intelligence Agency, National Imagery and Mapping Agency, National Security Agency, Defense Intelligence Agency, U.S. Postal Service, Postal Rate Commission, Board of Governors of the Federal Reserve, or Tennessee Valley Authority, Department of Agriculture Extension Service employees, 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.

Although the U.S. Postal Service, Postal Rate Commission, and Tennessee Valley Authority were not in the CPDF, they provided data independently for this report. Their numbers are thus not included in the governmentwide averages.

There are two variables in the CPDF used to identify veterans: **Veterans' Preference** and **Veterans' Status**. Veterans' Preference indicates an employee's entitlement to statutory types of preference under 5 U.S.C. 2108 in the Federal service based on active military service that ended honorably. As of September 30, 2000, over 94 percent of all Federal veteran employees had veterans' preference. Veterans' Status indicates whether an employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable, but is not eligible for veterans' preference).

The terms "veteran employee," "veteran new hire," and "veteran promotion" are used throughout the report to denote employees with veterans' status.

Federal employees defined as veterans in this report are both those who claim a 5-point non-disability veterans' preference or a 10-point veterans' preference due to a service-connected disability and those who qualify as veterans under title 38 of the United States Code. Comparative data for both veteran populations are available upon request.

Civilian Labor Force (CLF) data on veterans were taken from a biennial survey conducted for the Department of Labor's Bureau of Labor Statistics (BLS) by the Bureau of the Census. This is a special supplement to the Current Population Survey (CPS) and is sponsored by the Departments of Veterans Affairs and Labor. Data from the latest survey (as of September 1999) are included and cited in this report. Recent BLS revisions to the veterans population controls used in the CPS (August 1995) resulted in the addition of approximately 1 million veterans to the CLF.

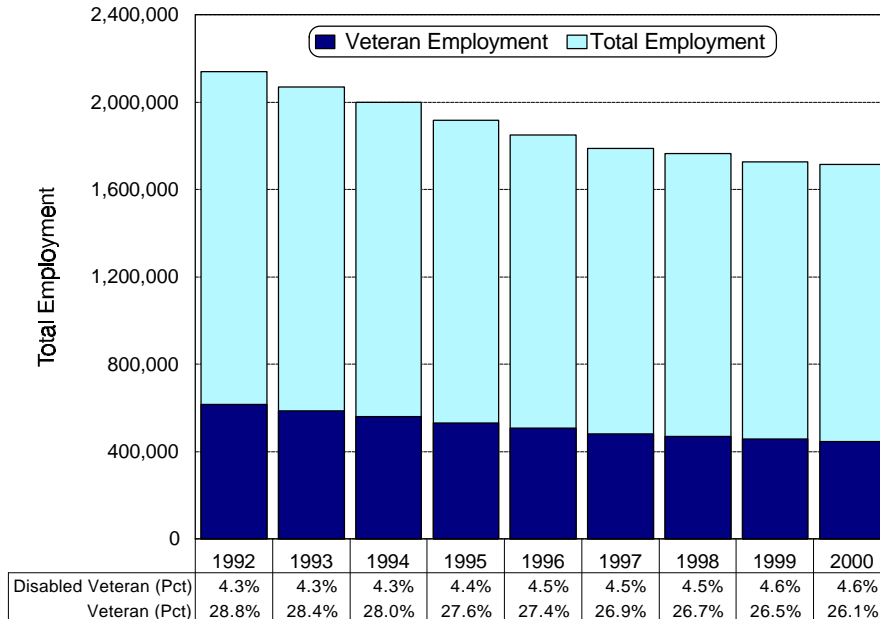
STATUS OF VETERANS IN THE FEDERAL WORKFORCE

Non-Postal Federal Agencies

Both the Federal Government's overall workforce and the number of veterans in the nation's labor force continue to decline. However, the representation of veteran employees in the non-postal Federal workforce has changed very little.

For instance, the representation of veterans employed in the non-postal Federal workforce declined from 28.8 percent in 1992 to 26.1 percent in FY 2000. In fact, with the application of veterans' preference in recruiting and retention, the proportion of disabled veterans in Federal

Figure 3: Veteran Employment in the Federal Civilian Service (1992 - 2000)

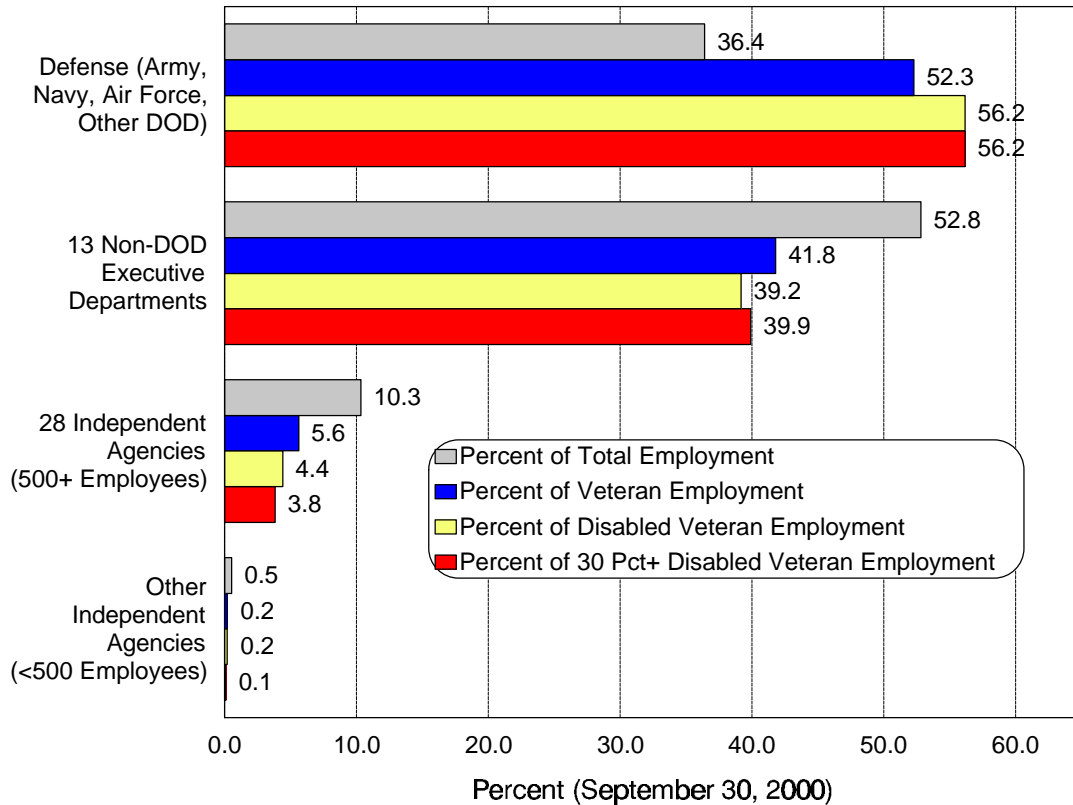


Source: U.S. Office of Personnel Management's Central Personnel Data File (less Army and Air Force National Guards). Data as of September 30 of each year

civilian service increased from 4.3 percent in 1992 to 4.6 percent in FY 2000 despite workforce reductions of approximately 423,200 Federal jobs over the past eight years. (Figure 3)

The Department of Defense (DOD) civilian workforce, with continued restructuring, declined by 13,209 employees from FY 1999. This included a net loss of 7,114 veteran employees, which accounted for 53.9 percent of all net DOD employee losses during FY 2000. However, DOD continued to employ over 36 percent (624,988 employees) of the remaining non-postal Federal civilian workforce and 52 percent (233,852 employees) of the 446,890 veterans in Federal service during FY 2000. (Figure 4)

Figure 4: DOD and Non-DOD Percentages of Federal Employment Categories as of September 30, 2000



Further examination of FY 2000 data shows that, compared to FY 1999, two executive departments (Army and Labor) reported an increase in the representation of veterans in their workforce compared to FY 1999.

The following independent agencies (with 500 or more employees) also showed an increase in veterans' representation in their workforce: Equal Employment Opportunity Commission, Federal Emergency Management Agency, National Archives and Records Administration, Office of Personnel Management, Peace Corps, Railroad Retirement Board, and the Small Business Administration.

Top civilian agency employers of veterans continue to include the DOT, VA, AFRH, and GSA.

In general, the representation of veterans in non-postal Federal agencies equaled or exceeded their CLF rate (11.0 percent) in 15 of 17 executive departments and 18 of 28 independent agencies (with 500 or more employees) for FY 2000. Compared to FY 1999, nine of the executive departments and independent agencies examined showed increases in their employment representation of veterans. (Figures 5 and 6)

Figure 5: Veteran Representation in Federal Executive Departments

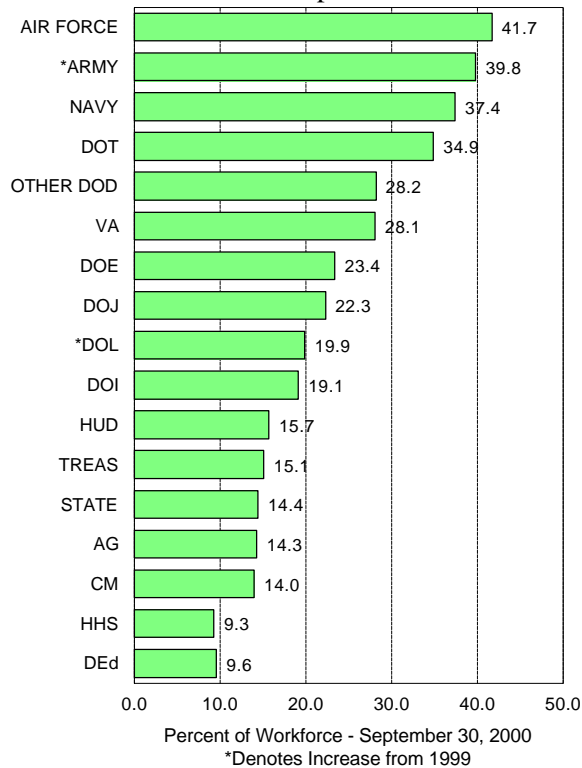
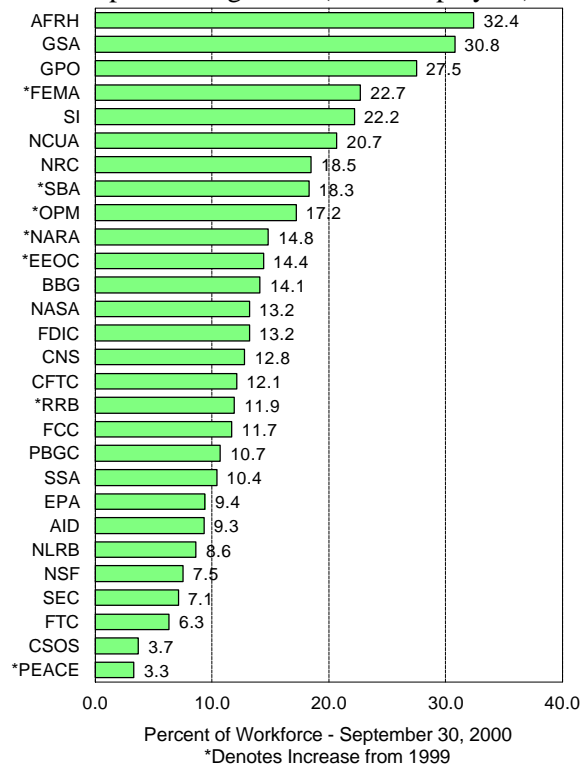


Figure 6: Veteran Representation in Federal Independent Agencies (500+ Employees)



Disabled Veterans

The employment of disabled veterans in the non-postal Federal civilian workforce declined from 78,721 employees in FY 1999 to 78,063 in FY 2000, a net loss of 0.8 percent (658). The minor decline is a positive indicator of the impact of veterans' preference in recruiting and retention.

DOD and VA continue to lead the way in the employment of disabled veterans. Together they employed three-fourths (75.3 percent or 58,820 employees) of all disabled veterans in the Federal civilian workforce. These agencies represent 49.2 percent (844,403 employees) of the total Federal civilian workforce.

Data for FY 2000 regarding the participation of disabled veterans in the Federal workforce indicate that all 17 executive departments and 25 of 28 independent agencies (with 500 or more employees) exceed the CLF representation rate (0.8 percent) for disabled veterans. Among these, 12 executive departments and independent agencies actually registered increases in the representation of disabled veterans in their workforce compared to FY 1999. Non-military agencies with high representation rates include the Department of Labor (DOL), AFRH, and GSA. (Figures 7 and 8)

Figure 7: Representation of Disabled Veterans in Federal Executive Departments

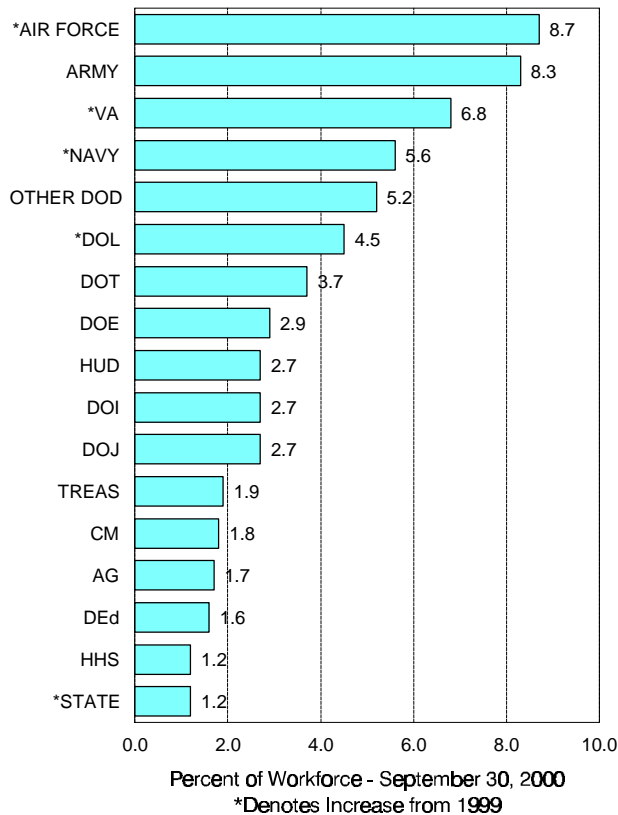
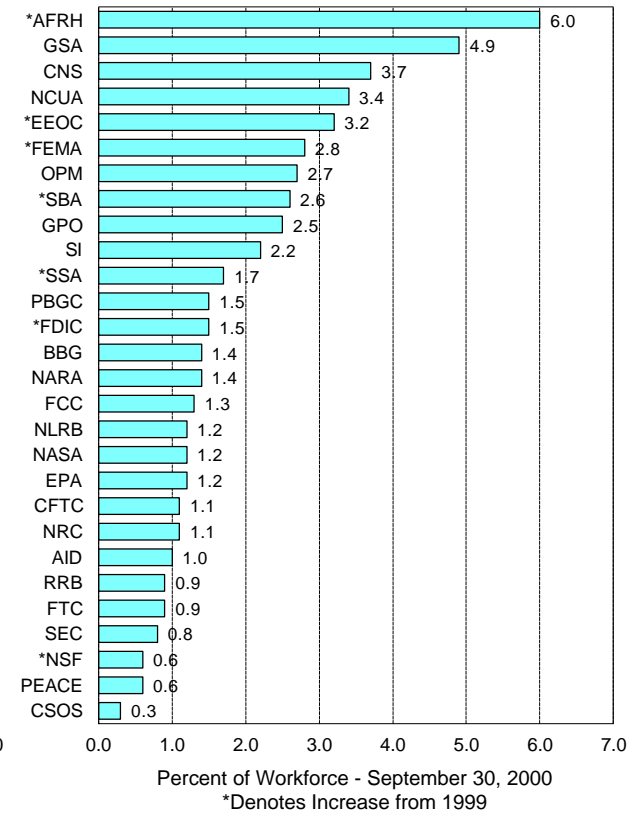


Figure 8: Representation of Disabled Veterans in Federal Independent Agencies (500 + Employees)



30 Percent or More Disabled Veterans

For the fifth consecutive year, the net total of 30 percent or more disabled veterans in the overall workforce increased to 31,380 employees in FY 2000 compared to 30,623 in the previous year. Representation of 30 percent or more disabled veterans in the Federal civilian workforce increased to 1.8 percent. This achievement reflects the benefit of veterans' preference in Federal hiring and retention.

However, efforts must continue to expand the participation of 30 percent or more disabled veterans in the workforce across a broader spectrum of Federal agencies. For example, two Departments (DOD and VA) alone accounted for almost four-fifths (79.4 percent or 24,912 employees) of all 30 percent or more disabled veterans in the non-postal Federal workforce.

An examination of FY 2000 data reveals that all 17 executive departments and 25 of 28 independent agencies (with 500 or more employees) equal or exceed the CLF representation rate (0.2 percent) for 30 percent or more disabled veterans. Compared to FY 1999 data, 16 of the 45 executive Departments and independent agencies examined showed increases in their employment representation of 30 percent or more disabled veterans. (Figures 9 and 10)

Figure 9: Representation of 30 Percent or More Disabled Veterans in Federal Executive Departments

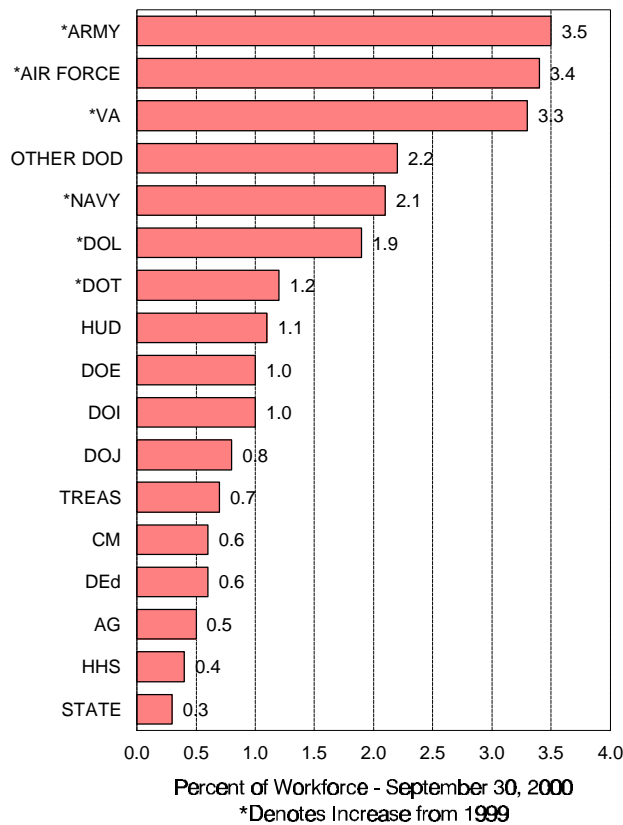
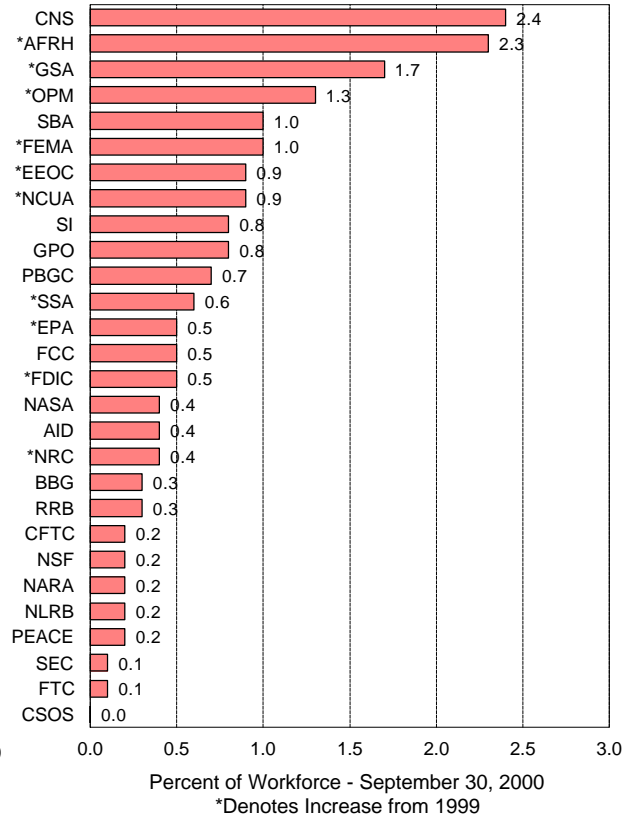


Figure 10: Representation of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees)



In most cases, this outcome resulted from the combined effect of veterans' preference helping eligible disabled veterans retain their employment during reductions in force and/or assisting them with the hiring opportunities available in FY 2000. For example, the total workforce of the VA increased by 262 (0.1 percent) from 219,153 in FY 1999 to 219,415 employees in FY 2000. However, the number of 30 percent or more disabled veterans employed at VA rose from 6,847 to 7,269 during the same time period, a net increase of 422 (6.2 percent).

Grade Distribution of Veterans

Despite the retirement of many Federal veteran employees, the veteran population (including disabled veterans) remains prominent in both blue-collar and white-collar General Schedule and Related (GSR) Grades 9-12 pay groups. (Figure 11)

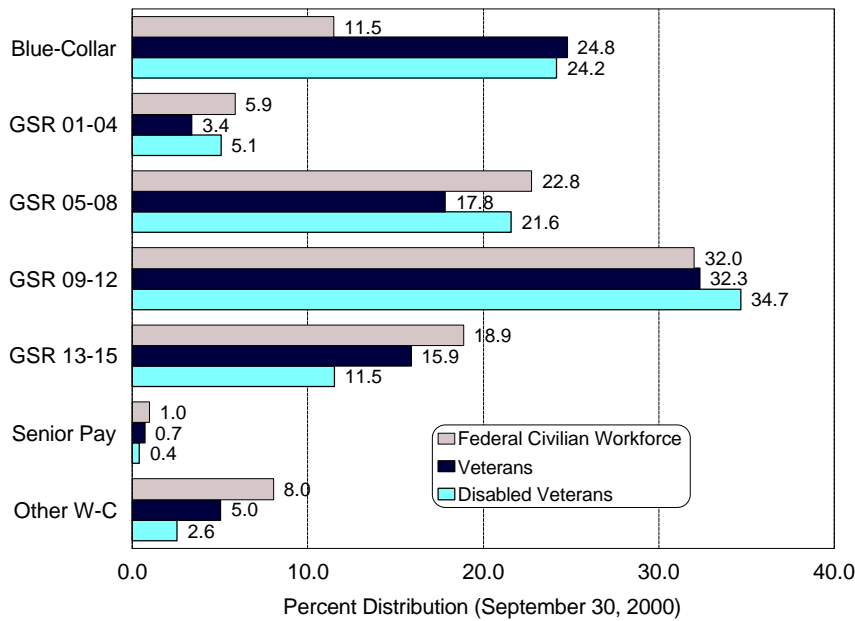


Figure 11: Distribution of Veterans and Disabled Veterans Compared to Total Federal Executive Workforce (by blue- and white-collar pay groups)

Source: U.S. Office of Personnel Management's Central Personnel Data File

Occupational Distribution of Veterans

During FY 2000, 64.7 percent of veterans in the Federal workforce held positions in professional, administrative, technical, clerical, other, and blue-collar occupations. (Figure 12)

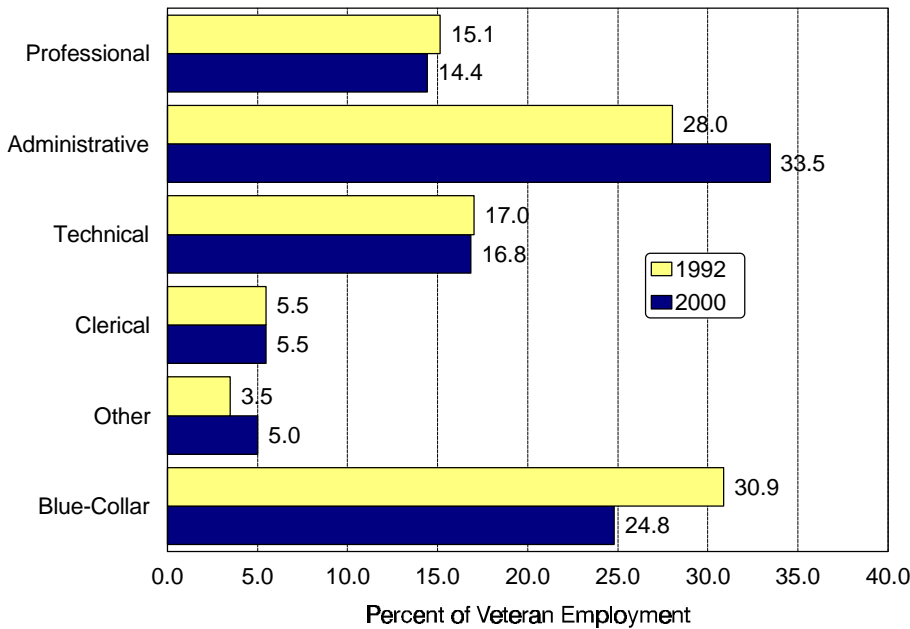


Figure 12: Veteran Employment Distribution (By Occupational Category)

Source: U.S. Office of Personnel Management's Central Personnel Data File (less Army and Air Force National Guards). Data as of September 30 of each year.

Moreover, the proportion of disabled veterans employed in professional, administrative, technical, clerical, other, and blue-collar occupations increased to 63.7 percent in FY 2000 from 56.6 percent in 1992. (Figure 13)

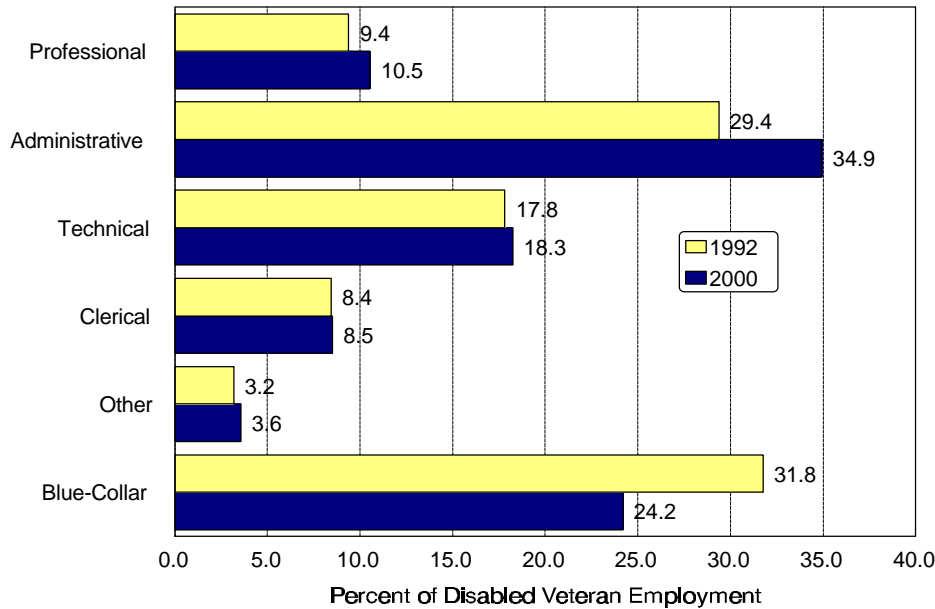


Figure 13: Disabled Veteran Employment Distribution (by Occupational Category)

Source: U.S. Office of Personnel Management's Central Personnel Data File

Certain recent occupational trends in both the Federal workforce and the veteran labor force merit continued attention. The number of employees in blue-collar and clerical occupational groups continues to drop as a result of continued DOD downsizing and civilian agencies' workforce reductions. Thus, 65 percent of the net decline in total (non-postal) employment (approximately 423,200 jobs) between FY 1992 and FY 2000 can be attributed to the elimination of clerical (145,600) and blue-collar (129,000) jobs. Note that veterans accounted for over half (56.3 percent) of the FY 2000 Federal blue-collar workforce (including the 9.6 percent which are disabled veterans).

In addition, the growing importance of a college or advanced degree in qualifying for future Federal job opportunities will also affect veteran employment, particularly the employment of young veterans. According to March 2000 figures from the U.S. Bureau of the Census, only 23.5 percent of male veterans aged 20 or older had completed 4 or more years of college compared to 26.6 percent for comparable non-veterans.¹

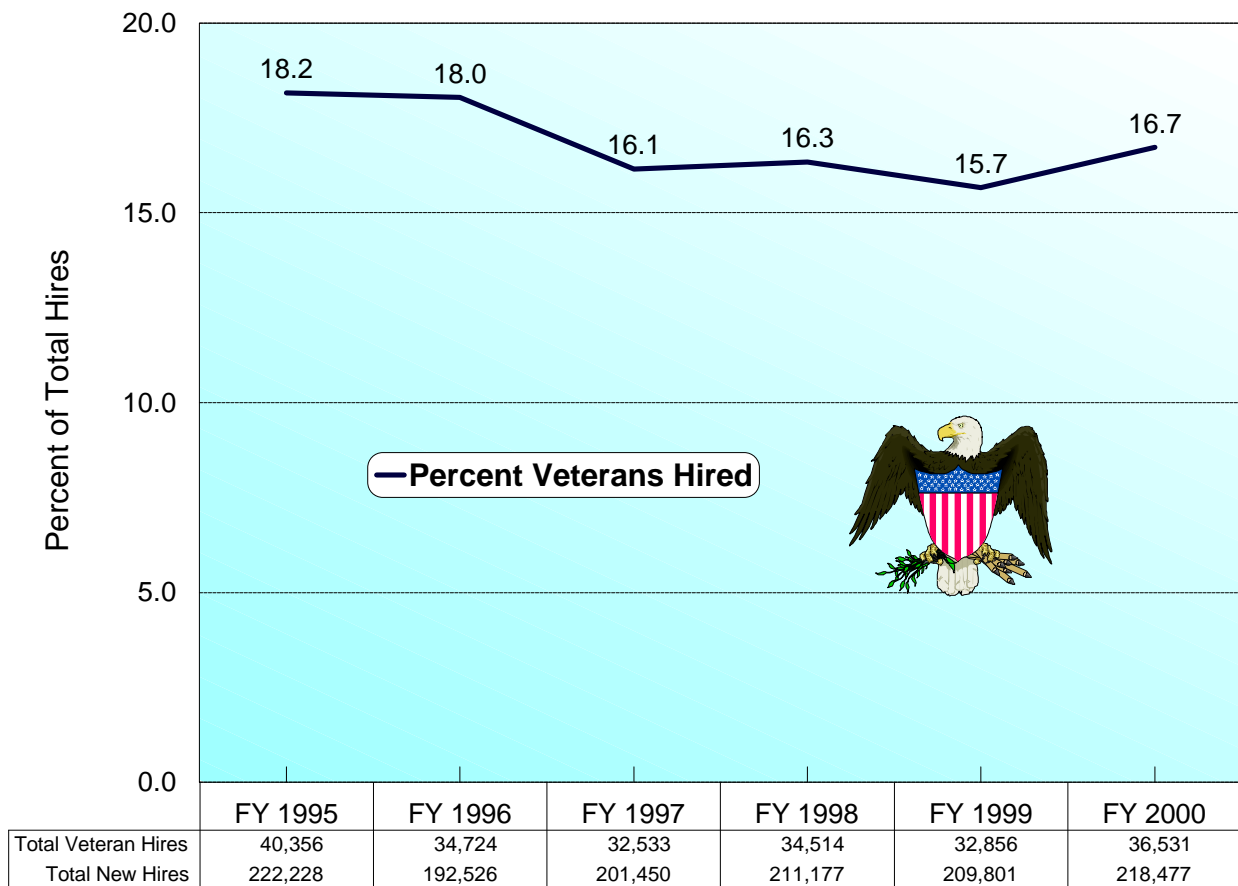
¹ U.S. Department of Veterans Affairs, *Annual Accountability Report of the Secretary of Veterans Affairs-Statistical Appendix - FY 2000* (Washington, DC), data from March 2000 *Current Population Survey*.

HIRING OF VETERANS IN THE FEDERAL WORKFORCE

The total number of new hires (including part-time and intermittent employees) to the Federal Government during FY 2000 rose from 201,450 in FY 1997 to 218,477 (4.1 percent). An examination of Federal hiring during FY 2000 also reveals that:

- ▶ Veterans hired during FY 2000 totaled 36,531, an increase of 3,675 (11.2 percent) from 32,856 during FY 1999. Their percentage of the total hires increased from 15.7 percent in FY 1999 to 16.7 percent in FY 2000. (Figure 14)

Figure 14: Veterans as a Percentage of Total New Hires in Federal Workforce



Source: U.S. Office of Personnel Management's Central Personnel Data File (less Army and Air Force National Guards)

- ▶ The following two tables summarize Federal hiring trends for selected veteran populations in both the total and full-time permanent (FTP) Federal civilian workforce.²

² Data are from the U.S. Office of Personnel Management's Central Personnel Data File. See Data Sources for coverage definitions.

TOTAL VETERAN NEW HIRE DATA	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000
Federal Hires - Total	222,228	192,526	201,450	211,177	209,801	218,477
Veteran Hires	40,356	34,724	32,533	34,514	32,856	36,531
Percent of All Employees Hired	18.2%	18.0%	16.1%	16.3%	15.7%	16.7%
Vietnam-Era Veteran Hires	19,091	15,041	13,094	11,975	10,694	10,741
Percent of All Employees Hired	8.6%	7.8%	6.5%	5.7%	5.1%	4.9%
Percent of All Veterans Hired	47.3%	43.3%	40.2%	34.7%	32.5%	29.4%
Disabled Veteran Hires	7,245	6,664	6,609	5,559	6,226	6,784
Percent of All Employees Hired	3.3%	3.5%	3.3%	2.6%	3.0%	3.1%
Percent of All Veterans Hired	18.0%	19.2%	20.3%	16.1%	18.9%	18.6%
30 % + Disabled Veteran Hires	2,896	2,820	2,956	2,471	3,067	3,476
Percent of All Employees Hired	1.3%	1.5%	1.5%	1.2%	1.5%	1.6%
Percent of All Veterans Hired	7.2%	8.1%	9.1%	7.2%	9.3%	9.5%
Percent of All Disabled Vets Hired	40.0%	42.3%	44.7%	44.5%	49.3%	51.2%

FTP VETERAN NEW HIRE DATA	FY 1995	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000
Federal Hires - Total	45,014	39,390	43,014	50,518	52,545	64,276
Veteran Hires	13,997	13,628	13,487	16,125	15,614	19,997
Percent of All Employees Hired	31.1%	34.6%	31.4%	31.9%	29.7%	31.1%
Vietnam-Era Veteran Hires	5,887	5,028	4,590	4,483	3,989	4,810
Percent of All Employees Hired	13.1%	12.8%	10.7%	8.9%	7.6%	7.5%
Percent of All Veterans Hired	42.1%	36.9%	34.0%	27.8%	25.5%	24.1%
Disabled Veteran Hires	2,353	2,321	2,525	2,478	2,878	3,493
Percent of All Employees Hired	5.2%	5.9%	5.9%	4.9%	5.5%	5.4%
Percent of All Veterans Hired	16.8%	17.0%	18.7%	15.4%	18.4%	17.5%
30 % + Disabled Veteran Hires	861	835	957	1,021	1,326	1,656
Percent of All Employees Hired	1.9%	2.1%	2.2%	2.0%	2.5%	2.6%
Percent of All Veterans Hired	6.2%	6.1%	7.1%	6.3%	8.5%	8.3%
Percent of All Disabled Vets Hired	36.6%	36.0%	37.9%	41.2%	46.1%	47.4%

- ▶ A further examination of FY 2000 hiring data reveals that 50 percent of all veteran hires were in professional, administrative, technical, clerical, other, and blue-collar occupations compared to 53 percent of non-veteran hires. In fact, only 1 out of 10 (9.9 percent) veteran new hires were in professional occupations (which require a college degree or higher education). This contrast is further substantiated by the predominance of blue-collar and clerical titles among the most populous occupational series into which veterans were hired during FY 2000. (Figures 15 and 16)

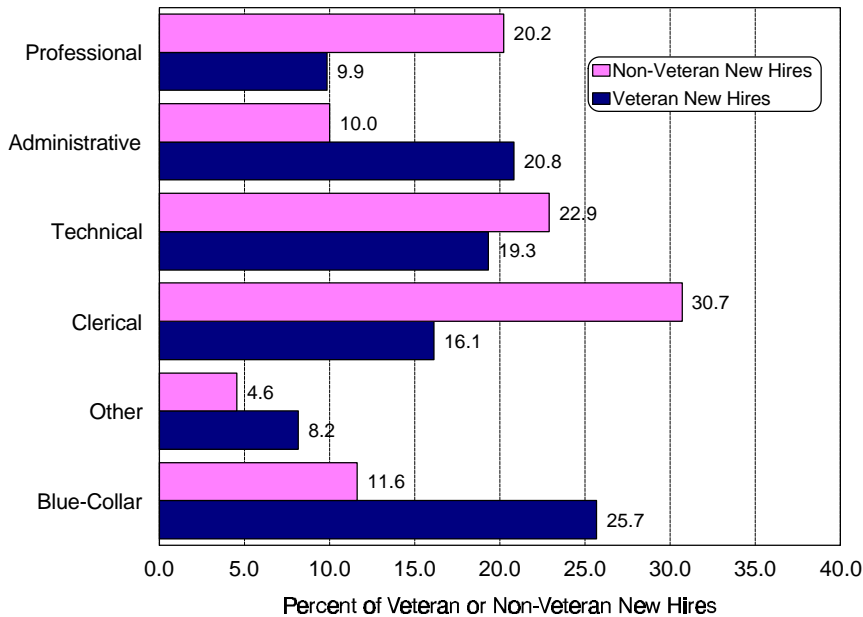


Figure 15: Distribution of FY2000 Veteran and Non-Veteran New Hires by Occupational Category

Source: U.S. Office of Personnel Management's Central Personnel Data File

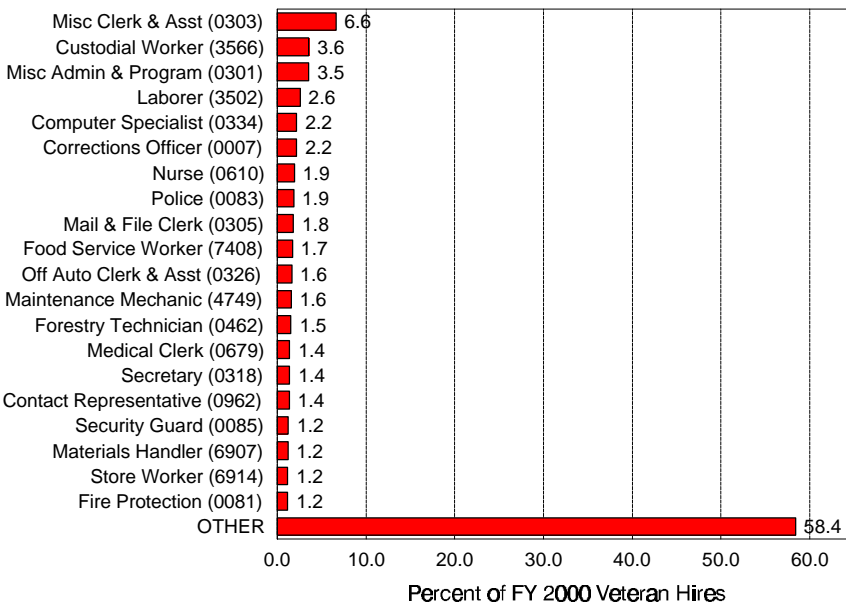
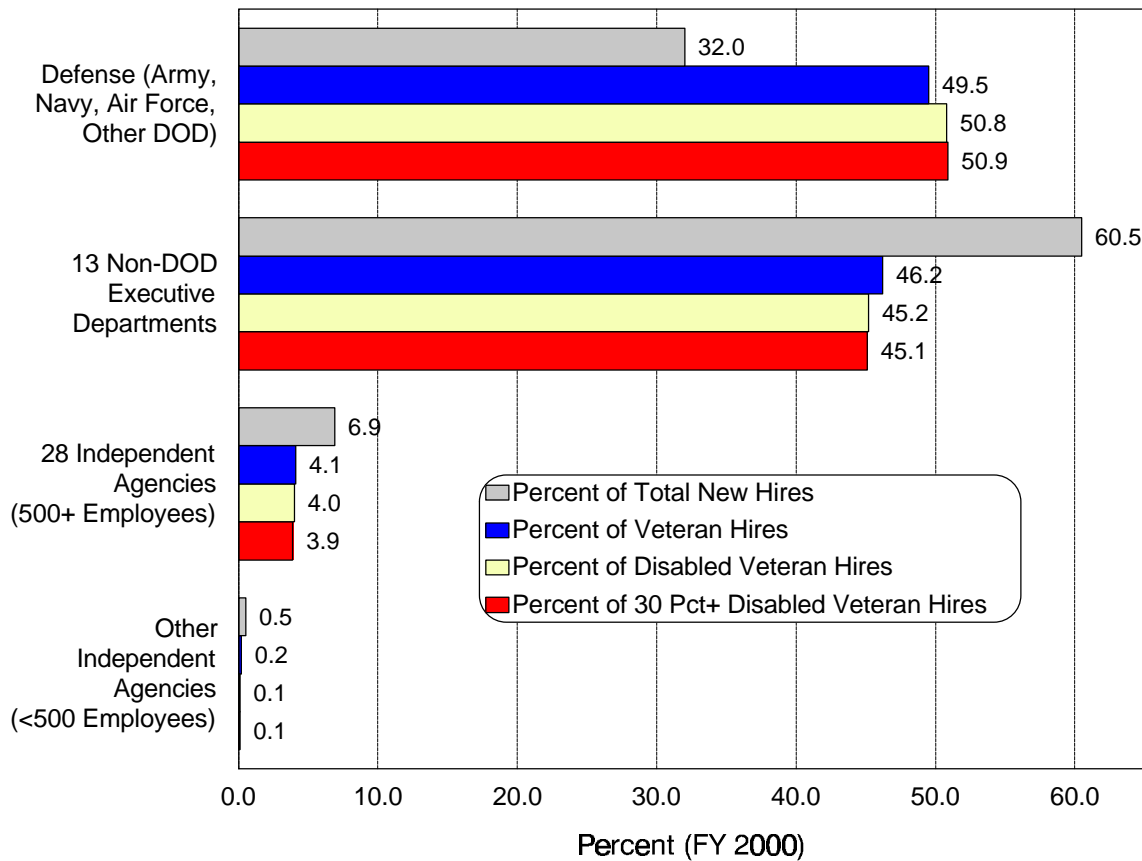


Figure 16: Distribution of FY2000 Veteran and Non-Veteran New Hires by Occupation Series

Source: U.S. Office of Personnel Management's Central Personnel Data File

- ▶ DOD hired almost half (49.5 percent) of all new veteran hires in FY 2000. In contrast, DOD was responsible for only 32.0 percent of total hires as many DOD job vacancies were filled by reassigned surplus employees from realigned military facilities. The remaining 13 (non-DOD) Federal executive departments accounted for 60.5 percent of all new hires and 46.2 percent of veteran hires. (Figure 17)

Figure 17: Distribution of Total New Hires (including Veterans) in FY 2000



- ▶ Independent (non-postal) agencies in the Federal Executive Branch accounted for only 6.9 percent of all new hires and 4.1 percent of veteran new hires. Among these agencies, the Social Security Administration (SSA) is the largest, with over one-third (34.8 percent) of their workforce and 29.4 percent of their total hires in FY 2000. SSA also hired 31.4 percent of the veteran hires reported by independent agencies.
- ▶ Among non-military executive departments, the Departments of Transportation (DOT), VA, and Justice (DOJ) showed the highest representation in veteran hiring. Regarding non-postal Federal agencies (with 500 employees or more), the AFRH and the Government Printing Office had the highest veteran hiring representation in FY 2000. Overall, 22 executive departments and independent agencies (with 500 or more employees) showed increases in veteran hiring representation compared to FY 1999. (Figures 18 and 19)

Figure 18: Hiring Representation of Veterans in Federal Executive Departments

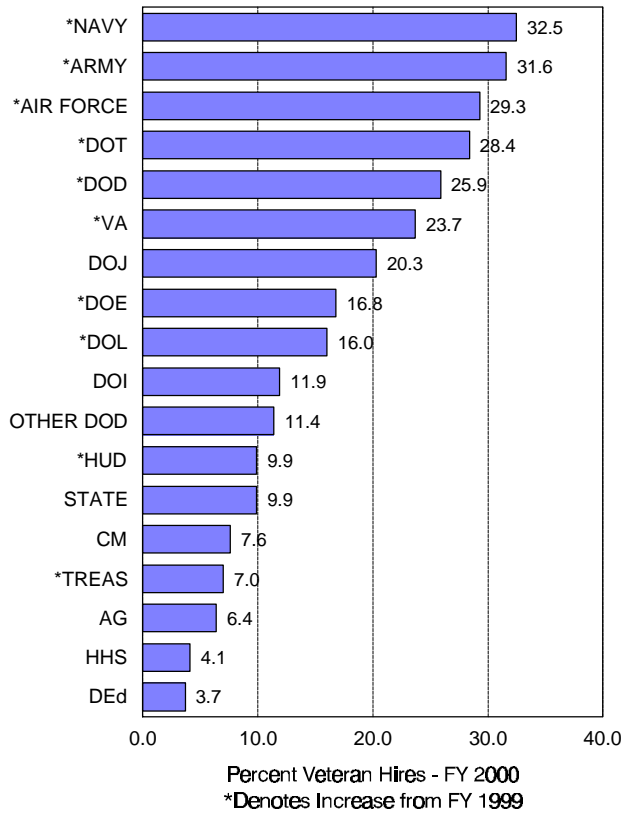
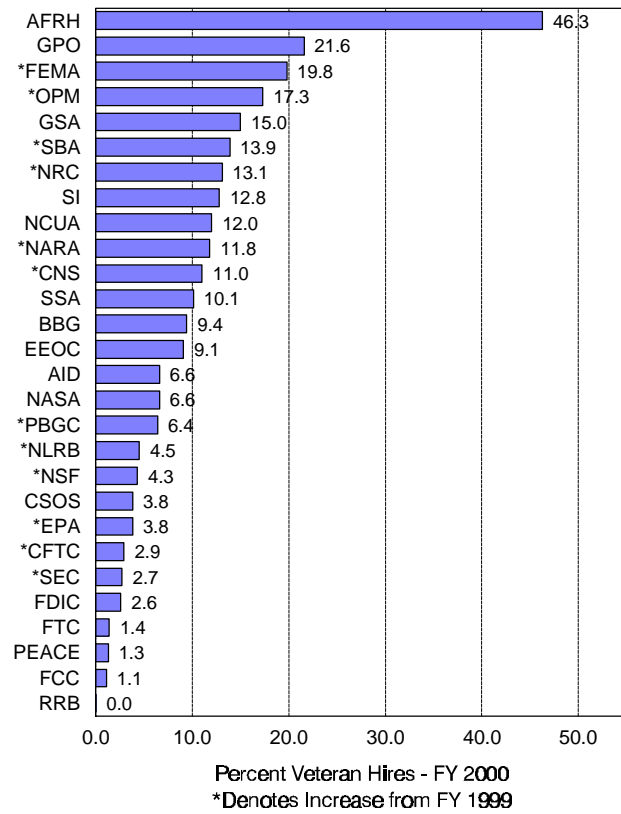


Figure 19: Hiring Representation of Veterans in Independent Agencies (with 500+ Employees)



Hiring of Disabled Veterans

Despite a net decline in the overall Federal civilian workforce, there were 6,784 new hires of disabled veterans during FY 2000. These disabled veterans constituted 3.1 percent of all new hires during FY 2000 compared to 3.0 percent during FY 1999. A closer examination of FY 2000 hiring patterns for disabled veterans in the Federal Government reveals certain highlights that merit further attention. These include:

- ▶ The DOD accounted for over half (50.8 percent) of all disabled veterans hired during FY 2000 (see Figure 17).
- ▶ Almost one-fourth of all disabled veterans (24.5 percent) hired were in blue-collar occupations compared to 11.6 percent of non-veteran hires. In contrast, only 7.6 percent of disabled veteran hires were in professional occupations (which require a college degree or higher education) compared to 20.2 percent of non-veteran hires. (Figure 20)

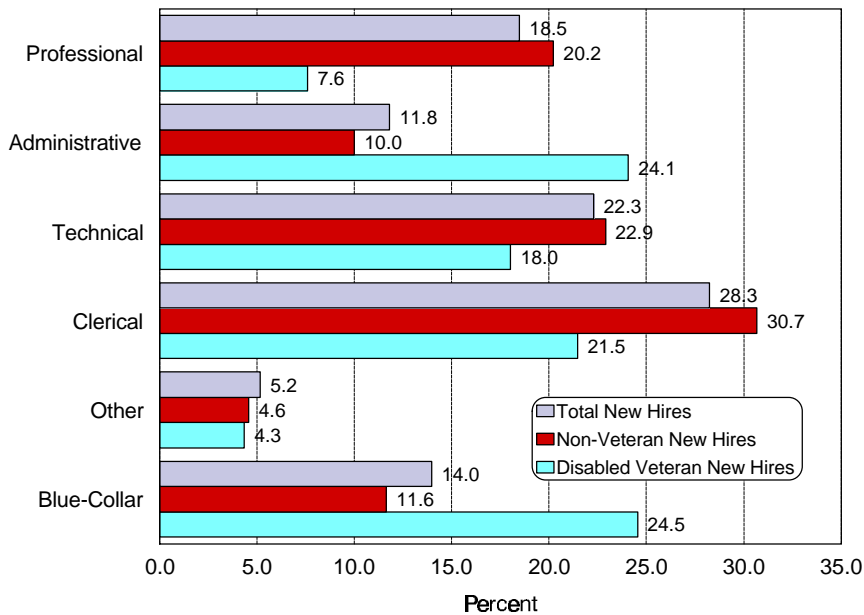


Figure 20: FY 2000 Hiring Distribution (by Occupational Category)

Source: U.S. Office of Personnel Management's Central Personnel Data File

- ▶ A review of the most populous occupation series into which disabled veterans were hired during FY 2000 also supports the idea that Federally employed disabled veterans are concentrated in blue-collar and clerical jobs. (Figure 21).

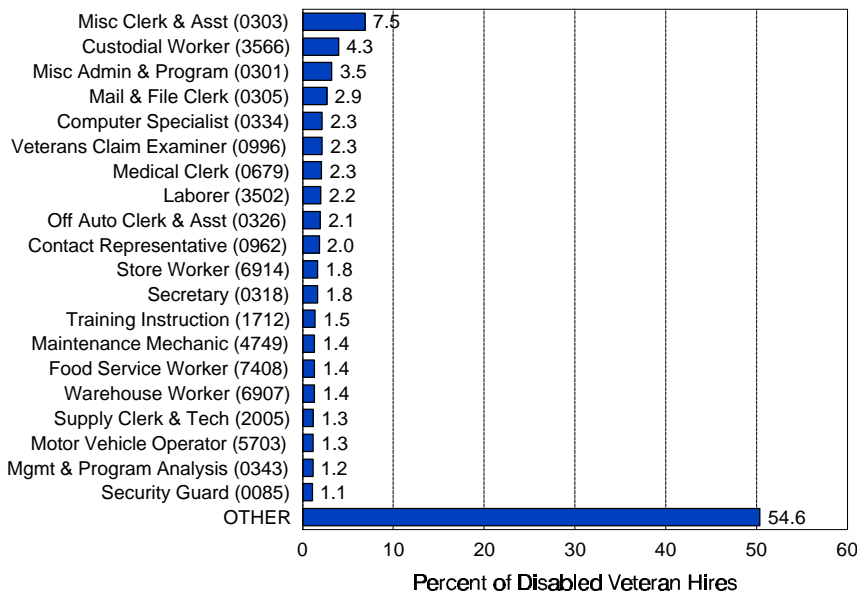


Figure 21: FY 2000 Distribution of Disabled Veteran Hires (by Occupation Series)

Source: U.S. Office of Personnel Management's Central Personnel Data File

- ▶ Twenty-three executive departments and independent agencies (with 500 or more employees) showed an increase in their representation of disabled veterans among FY 2000 new hires

compared to FY 1999. Seven agencies (with 500 or more employees) reported no new disabled veteran hires during FY 2000. (Figures 22 and 23)

Figure 22: Hiring Representation of Disabled Veterans in Federal Executive Departments

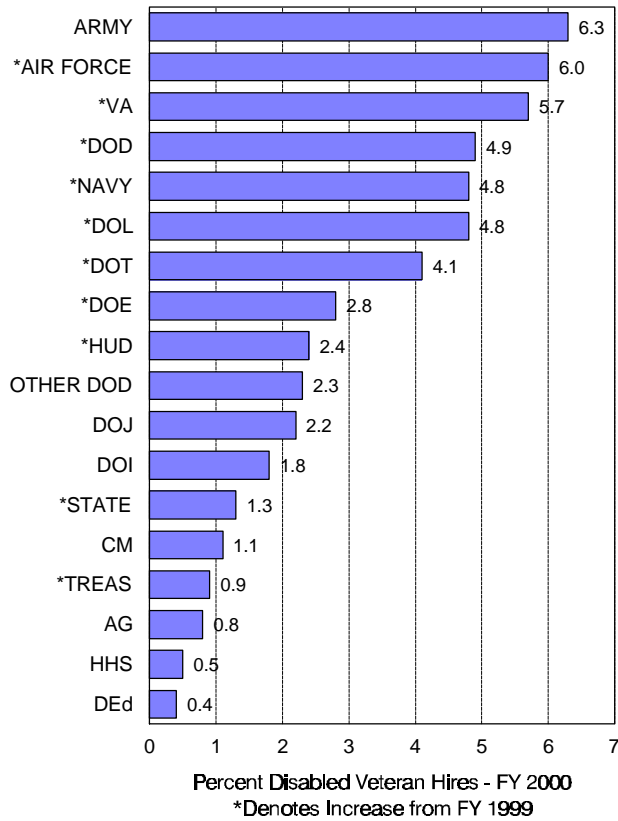
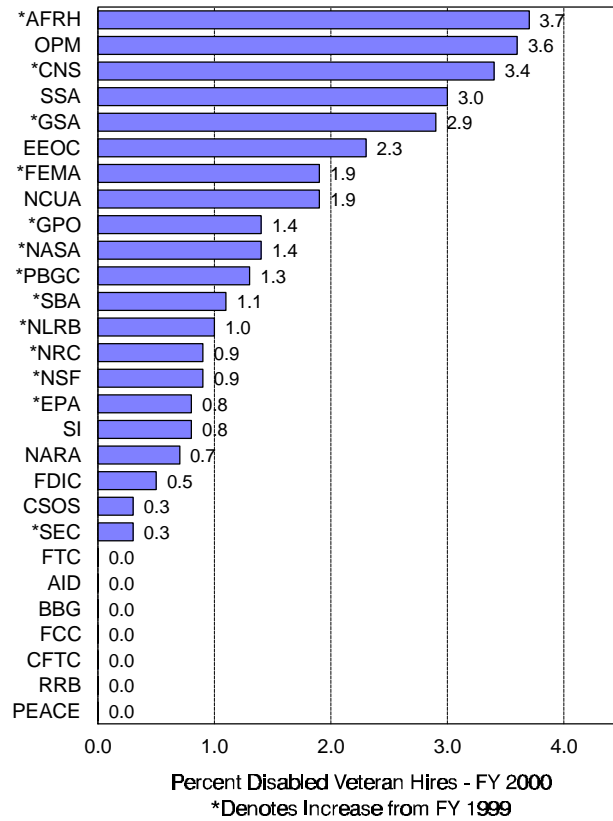


Figure 23: Hiring Representation of Disabled Veterans in Independent Agencies (500+ Employees)



Hiring of 30 Percent or More Disabled Veterans

Data related to the hiring of 30 percent or more disabled veterans during FY 2000 reveal that:

- ▶ There were 3,476 hires of 30 percent or more disabled veterans in FY 2000, up 409 (13.3 percent) from 3,067 in FY 1999. In terms of representation, the hiring of 30 percent or more disabled veterans increased to 1.6 percent of total hires during FY 2000 compared to 1.5 percent in the prior year.
- ▶ Consistent with hiring for all disabled veterans, The DOD accounted for 50.9 percent of FY 2000 30 percent or more disabled veterans hires. (see Figure 17)
- ▶ Eighteen departments and independent agencies (with 500 or more employees) reported an increase in the representation of 30 percent or more disabled veterans in their FY 2000 hiring from FY 1999. Another 11 agencies reported no hiring activity for this particular veteran

population. (Figures 24 and 25)

Use of Special Hiring Authorities for Disabled Veterans

In addition to regulations governing veterans' preference in hiring and reductions-in-force, agencies

Figure 24: Hiring Representation of 30 Percent or More Disabled Veterans in Federal Executive Departments

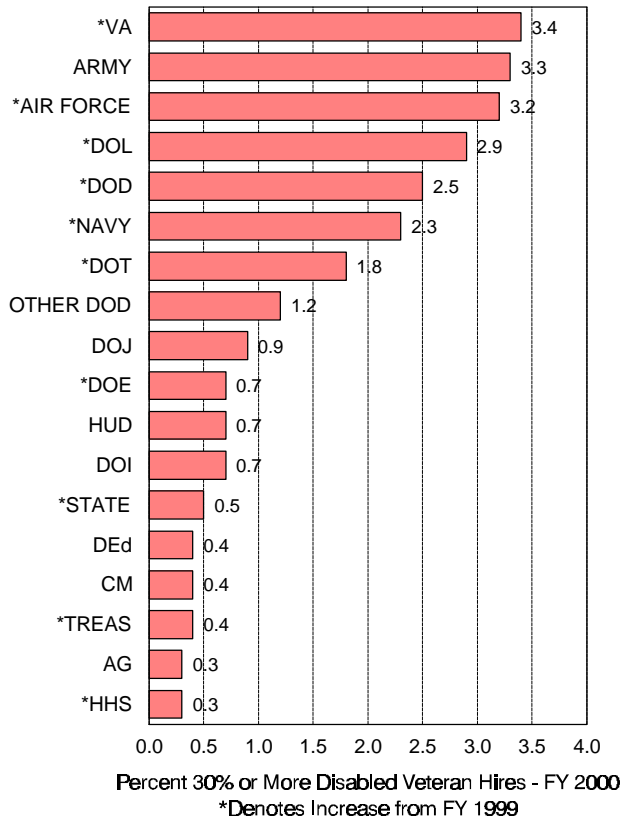
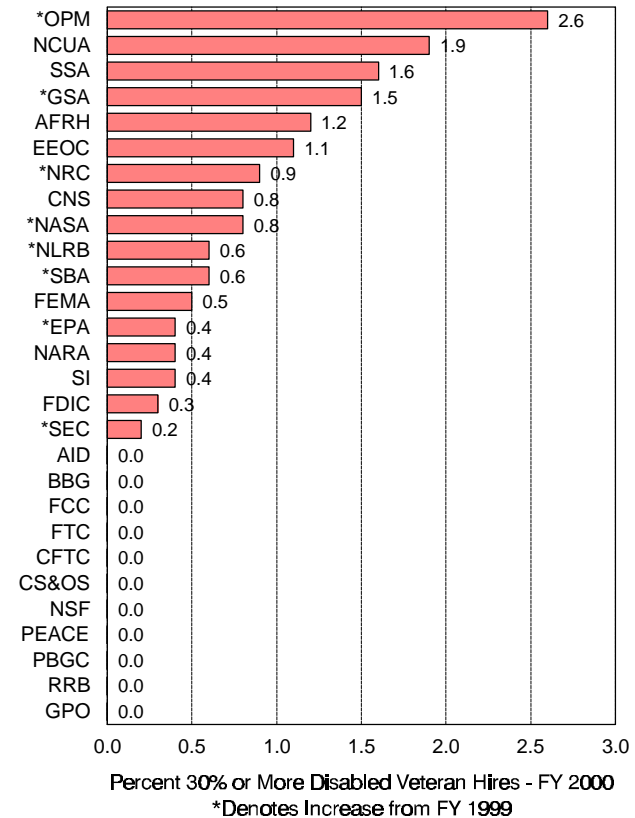


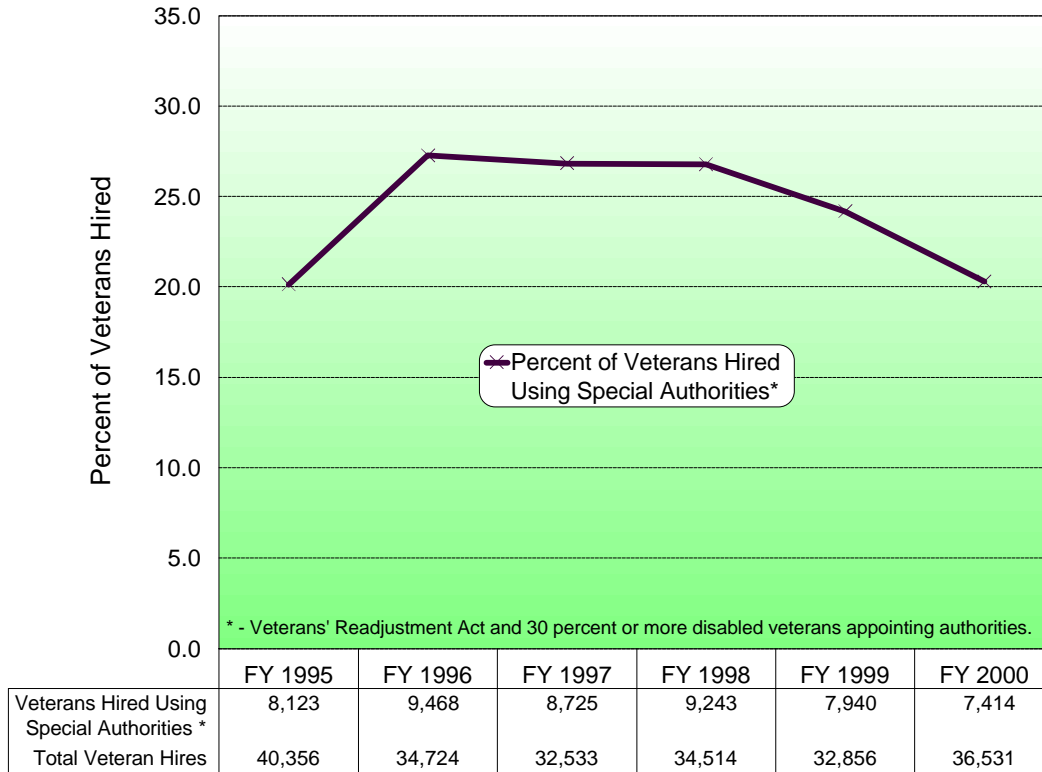
Figure 25: Hiring Representation of 30 Percent or More Disabled Veterans in Independent Agencies (500+ Employees)



can also support our Nation's eligible veterans with direct appointments under the Veterans Readjustment Act (VRA) and 30 percent or more disabled veterans appointing authorities. Disabled veterans can also be appointed under special hiring authorities for persons with disabilities. While these appointing authorities are a convenient method of appointment for both the agency and the veteran, their use is entirely discretionary. No one is entitled to a special appointment. A review of FY 2000 data on the use of special appointing authorities for veterans reveals that:

- ▶ The use of VRA and 30 percent of more disabled veteran appointing authorities accounted for approximately 20 percent of all veteran new hires (approximately 1 out of 5 veteran hires). The actual number of veterans hired under these appointing authorities declined to 7,414 during FY 2000 compared to 7,940 in the previous year. (Figure 26)

Figure 26: Veterans Hired Using Special Appointing Authorities FY 1995 - FY 2000



Source: U.S. Office of Personnel Management's Central Personnel Data File.

- ▶ There were 8,891 VRA appointments made during FY 2000, a decrease of 1,434 (13.9 percent) from 10,325 in FY 1999. These appointments included 6,701 new hires, which represents 3.1 percent of all FY 2000 Federal new hires.
- ▶ Use of the VRA appointing authority during FY 2000 was concentrated in three departments: the DOD, VA, and DOJ. DOD accounted for approximately 59 percent of all VRA appointments. VA was responsible for one-fourth (25 percent) of all VRA appointments. Finally, the DOJ made almost eight (7.9) percent of all VRA appointments. (Figure 27)
- ▶ Among independent agencies (with 500 or more employees), the Social Security Administration (178 appointments), the Smithsonian Institution (26), and the GSA (23) reported the greatest use of the authority during FY 2000. (Figure 27)

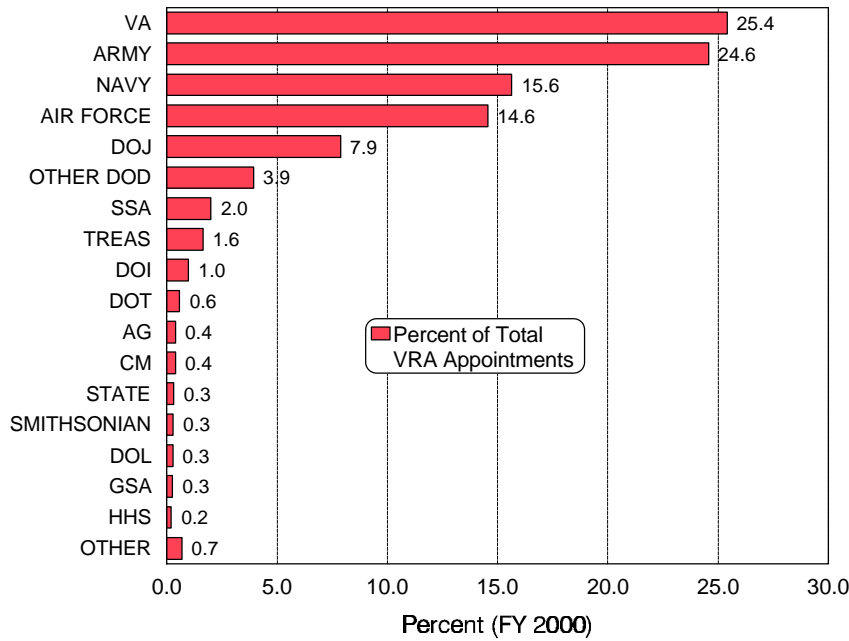


Figure 27: Distribution of FY 2000 VRA Appointments (Executive Departments and Other Agencies)

- ▶ In FY 2000, there were 13 total new hires made through the special noncompetitive hiring authority for 30 percent or more disabled veterans. Use of non-competitive appointments for 30 percent or more disabled veterans (under 5 CFR 316.302 and 5 CFR 316.402) outside the DOD and VA was very limited. (Figure 28)

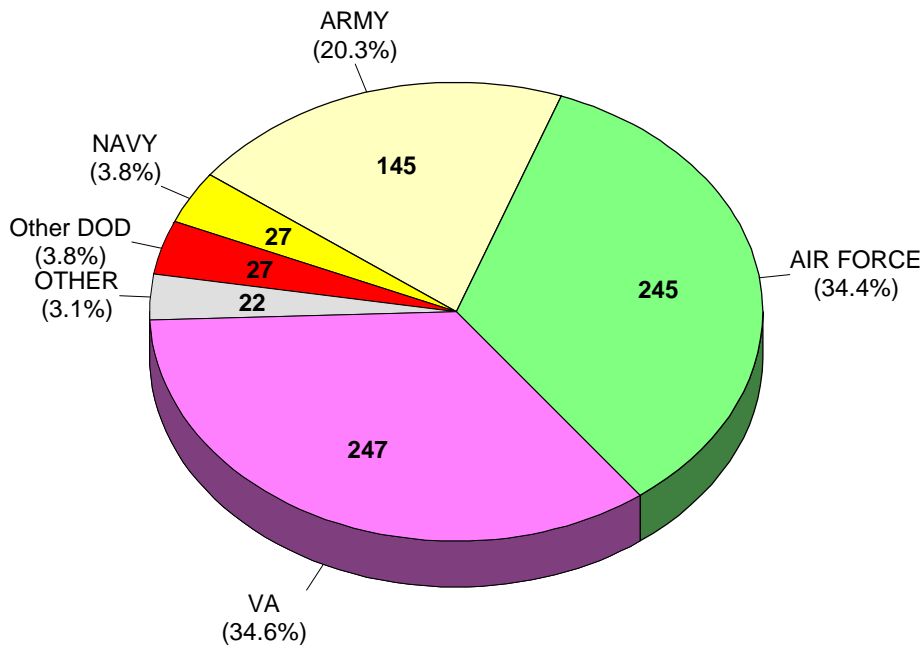


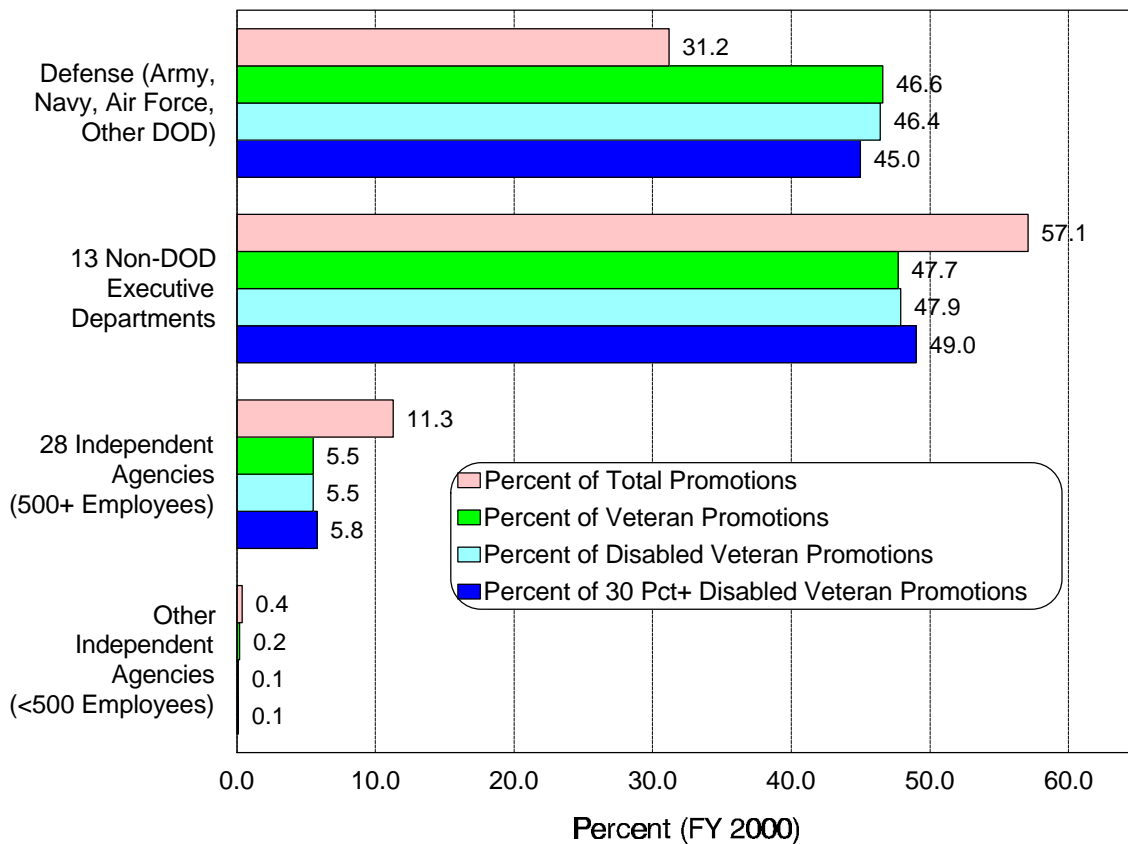
Figure 28: Veterans Hired Under Special 30 Percent or More Disabled Veterans Appointing Authority (FY 2000)

PROMOTIONS OF VETERANS IN THE FEDERAL WORKFORCE

The number of promotions in the Federal workforce increased 817 (0.3 percent) from 265,895 in FY 1999 to 266,712 in FY 2000.³ Further review of promotion data for FY 2000 reveals the following points:

- ▶ Federal executive departments accounted for almost 88 percent of all promotion activity. In particular, the DOD (83,179), Treasury (46,302), and VA (25,423) accounted for approximately 58 percent of all FY 2000 promotions. (Figure 29)

Figure 29: Distribution of Total Federal Promotions (including Veterans) in FY 2000



- ▶ Veterans represented 22 percent (58,649) of all Federal promotions. DOD and VA recorded 61.1 percent (35,855) of these veteran promotions.
- ▶ Executive departments and independent agencies with a significant percentage of veteran promotions included the following: DOD, DOT, VA, AFRH, and the GSA. All told, 22 out of

³ 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 which results in a higher grade.

46 executive departments and independent agencies (with 500 or more employees) reported an increase in the percentage of promotions for veterans during FY 2000 compared to FY 1999. (Figures 30 and 31)

Figure 30: Percentage of Promotions for Veterans in Federal Executive Departments

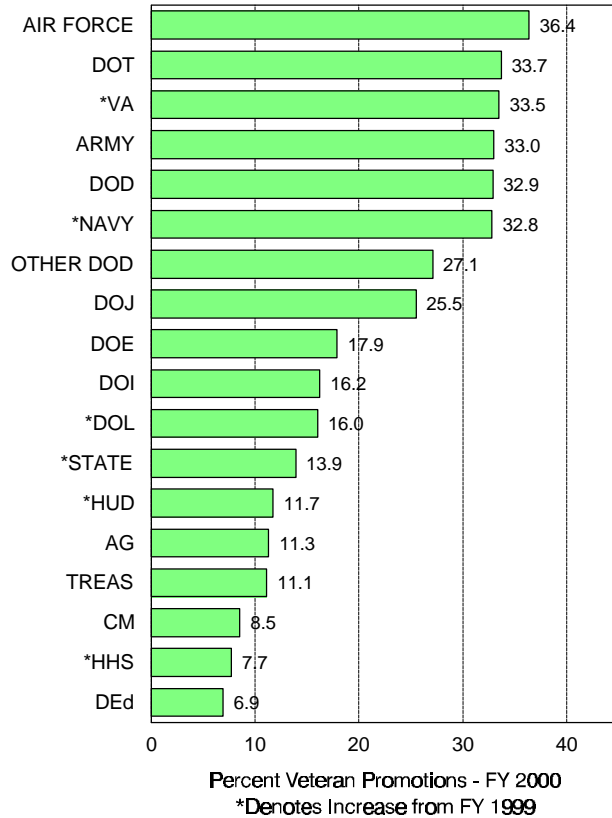
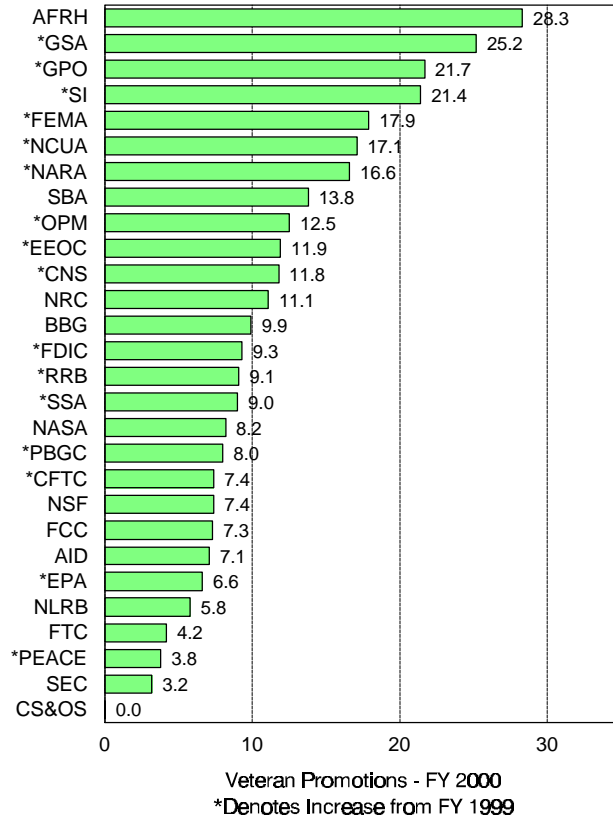


Figure 31: Percentage of Promotions for Veterans in Independent Agencies (500+Employees)



Promotions of Disabled Veterans

- ▶ The percentage of Federal promotions for disabled veterans increased to 4.2 percent (11,303) of all promotions during FY 2000 from 4.1 percent (10,794) in FY 1999.
- ▶ DOD and VA recorded 69 percent (7,818) of all disabled veteran promotions (as compared to 41 percent of all FY 1999 promotions).
- ▶ Executive departments and independent agencies (with 500 or more employees) with a significant percentage of disabled veteran promotions during FY 2000 included the DOD, VA, the Corporation for National Service, and the GSA. (Figures 32 and 33)

Figure 32: Percentage of Promotions for Disabled Veterans in Federal Executive Departments

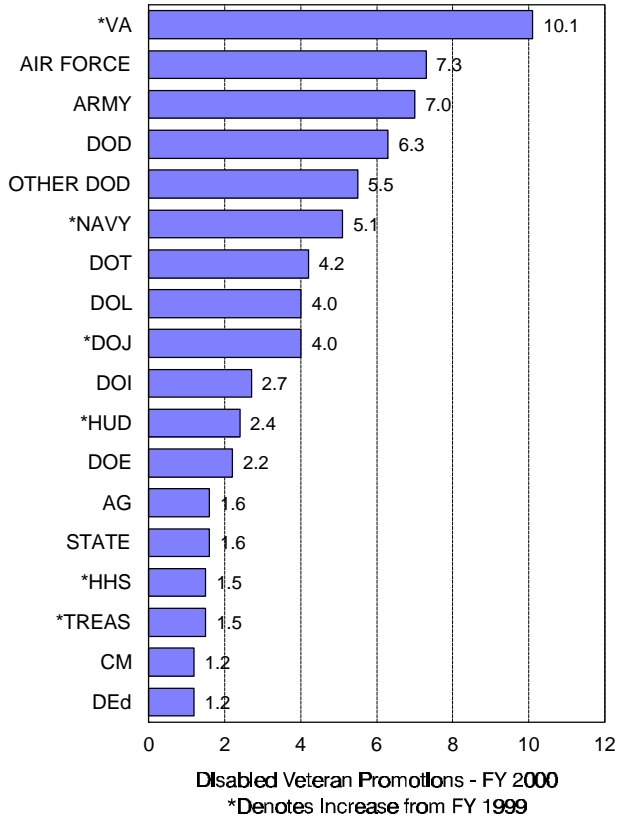
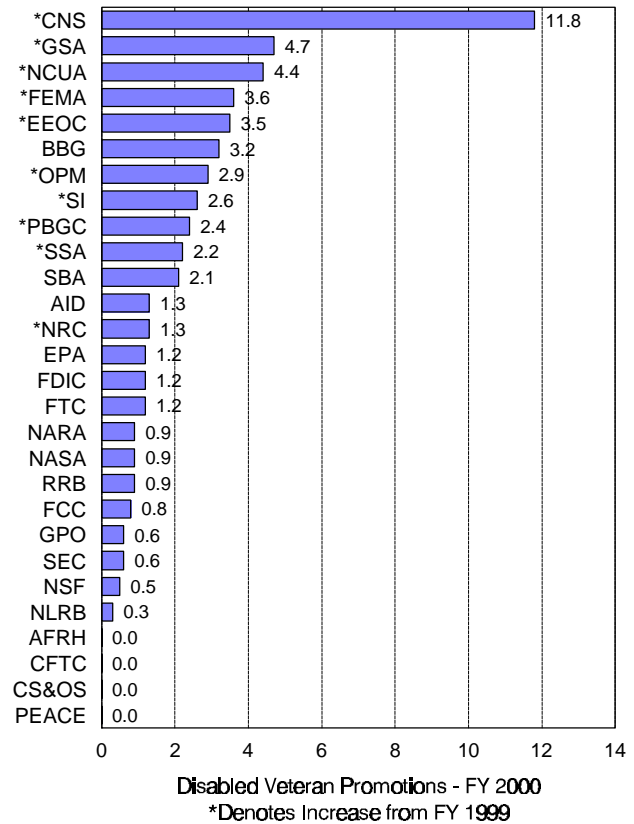


Figure 33: Percentage of Promotions for Disabled Veterans in Independent Agencies (500+ Employees)



Promotions of 30 Percent or More Disabled Veterans

The promotions of 30 percent or more disabled veterans in FY 2000 increased to 4,682 or 1.8 percent of all Federal promotions compared to 4,270 (1.6 percent) during FY 1999. Other FY 2000 highlights include:

- ▶ DOD and VA recorded 73 percent (3,432) of all promotions for 30 percent or more disabled veterans.
- ▶ Fourteen executive departments and independent agencies (with 500 or more employees) reported an increase in the percentage of promotions for 30 percent or more disabled veterans compared to FY 1999. (Figures 34 and 35)

Figure 34: Percentage of Promotions for 30 Percent or More Disabled Veterans in Federal Executive Departments

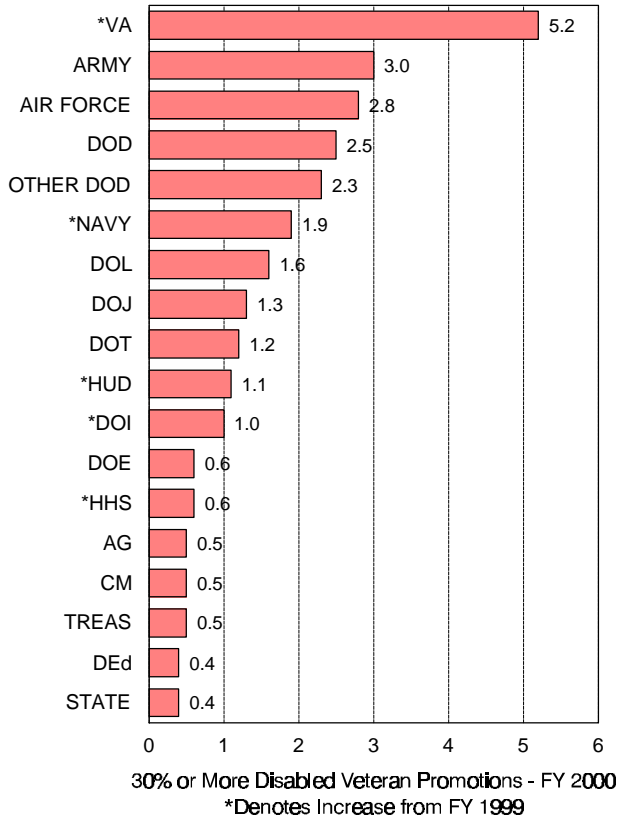
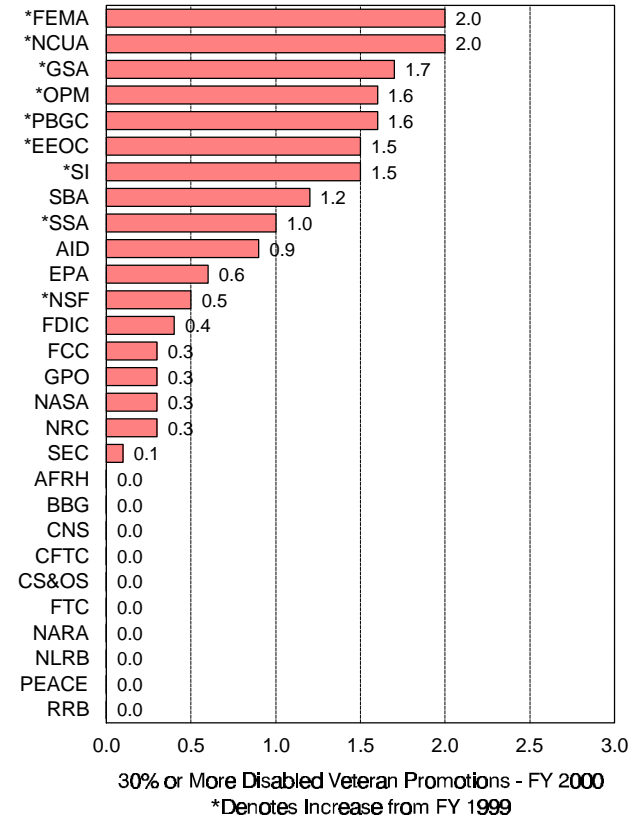


Figure 35: Percentage of Promotions for 30 Percent or More Disabled Veterans in Independent Agencies (500+ Employees)

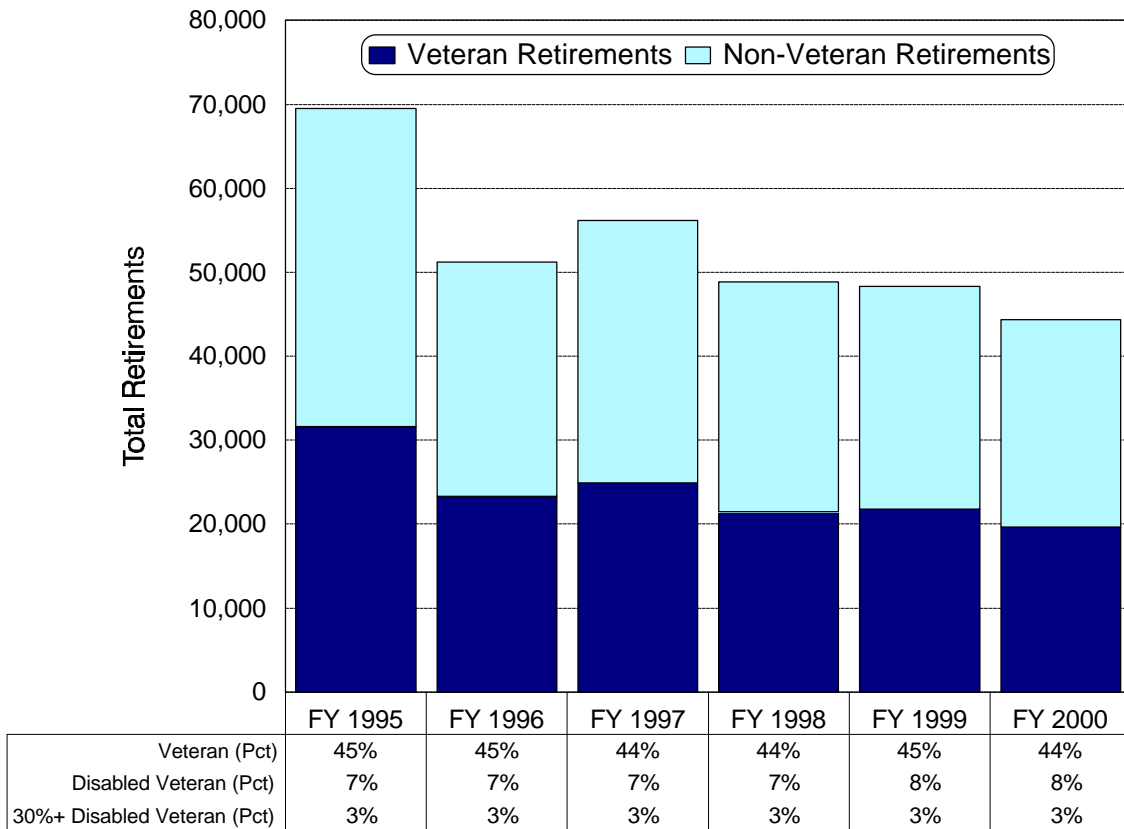


RETIREMENTS OF VETERANS IN THE FEDERAL WORKFORCE

The American veteran population declined from approximately 28 million in 1991 to 26 million in FY 1999. Declines will continue as the number of new veterans fails to keep pace with the death of older veterans. In fact, veterans 65 years and older accounted for 37.4 percent of the overall veteran population. For FY 2000, half of all living veterans were older than 57.4 years of age (the median age). Male veterans (94.5 percent of all veterans) had a median age of approximately 57 years compared to female veterans, who had a median age of 44 years. As a result of the aging veteran population, a smaller proportion of veterans continue to work in both the Nation's overall CLF and in the Federal Government.⁴

In the permanent full-time Federal workforce (as of September 2000), veterans averaged 50.1 years of age compared to 46.3 years for all Federal employees. Many veterans are now eligible for retirement. In fact, veterans represented 45 percent (142,658) of all retirements from Federal service during the last 6 years. (Figure 36)

Figure 36: Veteran Retirements from Federal Service (FY 1995 - FY 2000)



Source: U.S. Office of Personnel Management's Central Personnel Data File (less Army and Air Force National Guards)

⁴ U.S. Department of Veterans Affairs, *Annual Accountability Report of the Secretary of Veterans Affairs-Statistical Appendix - FY 2000* (Washington, DC), tables 1-5.

U.S. POSTAL SERVICE

The U.S. Postal Service (USPS) is one of the largest employers of veterans in the Nation. Almost one out of three USPS employees is a veteran. The representation of veterans (including disabled and 30 percent or more disabled veterans) in the USPS during FY 2000 (31.1 percent) remained fairly constant compared to FY 1999 (31.6 percent). This performance reflects consistency in the application of veterans' preference, particularly with regards to disabled veterans. The Postal Service's programs include continual evaluation at the national, regional, and local levels.

The representation of disabled veterans among all career hires and transfers-in increased from 11.6 percent in FY 1999 to 12.4 percent (3,797 employees) during FY 2000 compared to 11.6 percent for FY 1999. These numbers include the 3.2 percent (972) of new employees that were 30 percent or more disabled veterans.

EMPLOYMENT OF VETERANS IN THE U.S. POSTAL SERVICE			Change from FY 1999	
	FY 1999	FY 2000	Number	Percent
Total Career Workforce	796,921	786,516	-10,405	-1.3%
Veterans	251,788	244,626	-7,162	-2.8%
Percent of Total	31.6%	31.1%		
Disabled Veterans	82,035	80,067	-1,968	-2.4%
Percent of Total	10.3%	10.2%		
Percent of Veterans	32.6%	32.7%		
30 Pct+ Disabled Veterans	19,718	19,528	-190	-1.0%
Percent of Total	2.5%	2.5%		
Percent of Veterans	7.8%	8.0%		
Percent of Disabled Veterans	24.0%	24.4%		

Source: USPS

Disabled veterans employed by the Postal Service have done well in terms of internal upward mobility. Veterans with disabilities received 14.1 percent (4,778) of all promotions for FY 2000 compared to 14.8 percent (5,702) during FY 1999. Veterans who are 30 percent or more disabled received 2.9 percent (968 positions) of all FY 2000 promotions, which is a higher percentage than their representation (2.5 percent) in the agency's workforce.

AGENCY HIGHLIGHTS

Some examples of individual agency status and accomplishments in support of recruiting, hiring, and advancing veterans (including disabled veterans) include the following:

Agriculture, Department of (USDA)

The USDA initiated contacts with Veterans Employment Centers to explore hiring of military persons preparing for discharge under the VRA appointments.

Air Force, Department of the

Disabled veterans constitute approximately 95 percent of the Air Force's civilian employees with disabilities. The Air Force employed 11,422 disabled veterans (8.7 percent of their workforce).

Broadcasting Board of Governors (includes the International Broadcasting Bureau-IBB)

The United States Information Agency (USIA) was abolished on October 1, 1999. Some of its functions were transferred to the International Broadcasting Bureau (IBB), an independent agency responsible for all U.S. government and government-sponsored broadcasting. The IBB is governed by the Broadcasting Board of Governors (BBG). As of September 30, 2000, the BBG had a workforce of 1,899 employees, including 268 veterans (14.1 percent).

Defense Contract Audit Agency (DCAA)

DCAA conducted a substantial recruitment campaign for entry-level auditors at the GS-5/7 level. Veterans represented almost 20 percent (88) of the 452 entry-level auditors hired during FY 2000. The new auditors included 26 disabled veterans, or 5.7 percent of the total hired.

Approximately 85 percent of the workforce are specialized contract auditors, which affects the composition of the qualified applicant pool, including disabled veterans. DCAA hires its auditors at the entry-level (GS-5/7) with career ladders to GS-12. The vast majority of promotion opportunities at the GS-13 and above are filled with internal candidates.

Defense Education Activity (DODEA)

DODEA has formed an Advisory Council for Persons with Disabilities to promote the employment of people with disabilities, including disabled veterans.

Defense Information Systems Agency (DISA)

In response to Executive Order 13163 for the Employment of People with Disabilities in the Federal Government, DISA plans to hire 336 employees with disabilities (including disabled veterans) over the next five years. It already had a hiring goal of 10 percent for accessions of disabled veterans.

Defense Intelligence Agency (DIA)

DIA established a Military Recruitment Program focused on recruitment of separating and retiring military members. As part of this outreach, DIA representatives networked with such military-focused organizations as the Army Career and Alumni Programs in Fort Meade (MD), Fort Hood (TX), Fort Belvoir (VA), Fort Bragg (NC), and Fort Eustis (VA). DIA also networked with the Family Service Centers at Andrews Air Force Base (MD), Pope Air Force Base (NC), Norfolk Naval Base (VA), Langley Air Force Base (VA), and Naval Weapons Station - Yorktown (VA).

The Director of DIA certified the DIA Disabled Veterans Subcommittee (DDVS) during FY 2000 as an employee group to enhance employment and advancement opportunities for disabled veterans.

The employment level of disabled veterans at DIA has decreased due to a reported retirement rate of 4.2 percent for veterans during FY 2000. DIA's population of Vietnam Era disabled veterans continues to reach retirement age. This is reflected in reduced employment representation levels.

Defense Logistics Agency (DLA)

Effective March 27, 2000, some of DLA's functions were transferred to the Defense Contract Management Command (DCMC). DLA's workforce was reduced from approximately 36,000 to 24,000 employees. It continues to operate a Disabled Veterans Affirmative Action Program (DVAAP).

Each DLA personnel office is required to publicize its DVAAP plan to all supervisors and managers within its serviced populations at least annually.

Some DLA field offices utilize disabled veterans who are currently employed as recruitment sources, recognizing that they may know other qualified disabled veterans.

Environmental Protection Agency (EPA)

EPA promoted awareness among hiring officials of their responsibilities under the DVAAP by publishing two articles on the value of veterans in the Agency's "Employee Matters" newsletter.

EPA's Region IV (Atlanta) briefed all its managers and supervisors on Veterans Employment Programs (including disabled veterans). Each manager and supervisor received copies of OPM's Vet Guide and the Region's DVAAP plan.

When a disabled veteran applies for a vacancy, the application is brought to the attention of the selecting official.

The hiring representation of veterans, disabled veterans, and 30 percent or more disabled veterans at EPA increased during FY 2000 compared to the prior year.

Energy, Department of (DOE)

During FY 2000, DOE surveyed its workforce to update such information as veteran and/or disability status and utilized a new database. As a result, DOE's veteran population increased by 864 employees while its overall workforce declined by 127 employees.

According to OPM's CPDF data, DOE employs approximately 15,800 employees, of which 23.4 percent (roughly 3,700) are veterans.

The hiring representation for all veteran categories (veterans, disabled veterans, and 30 percent or more disabled veterans) at DOE increased during FY 2000 compared to FY 1999.

Federal Deposit Insurance Corporation (FDIC)

For the fifth year in a row, FDIC continued to downsize during FY 2000. As of September 30, 2000, the total permanent workforce had declined by 221 employees to 6,357 compared to the previous year.

As a result of downsizing and limited hiring, FDIC has shifted its focus to retaining and developing the existing workforce. FDIC's Diversity Strategic Plan (Plan) focuses on internal employee resources. For instance, the FDIC has committed to expanding the number of cross-divisional training opportunities for all employees. In addition, it has greatly expanded the scope of training available to employees beyond the person's specific job responsibilities. All these initiatives create advancement opportunities for disabled veterans.

Housing and Urban Development, Department of (HUD)

The promotion representation of veterans across all veteran categories increased in FY 2000. Approximately half of the total disabled veteran population (150 out of 280 employees) are in GSR grades 13-15.

HUD anticipates that the attrition rate for veterans will likely exceed the accession rate as more and more Federal employees (particularly older veteran employees) reach retirement age.

National Aeronautics and Space Administration (NASA)

NASA's Goddard Space Flight Center (GSFC) held a Disabled Veterans Forum during FY 2000. The participants included representatives from the GSFC disabled veteran community, contractors, the union, and professional staff from the Center's Equal Opportunity Programs Office. The event generated over 50 issues in nine broad areas. GSFC will use them to develop new initiatives that enhance opportunities for disabled veterans.

National Gallery of Art

The National Gallery of Art reported continued success in using the VRA appointment authority to hire veterans. During FY 2000 hiring, the National Gallery used the VRA authority to fill 27 out of 160 positions (or 17 percent).

In terms of employment representation, veterans represent 26.7 percent (220) of the Gallery's 823 employees. This includes 23 disabled veterans, or 2.8 percent of the total workforce.

The representation of veterans in professional occupations remains low. The qualified labor pool for critical museum occupations (e.g., curators and art conservators) includes few veteran applicants with the requisite graduate level degrees in art history or museum work experience.

Social Security Administration (SSA)

SSA reported a significant increase of 337 disabled veterans in its workforce during FY 2000. SSA attributed this increase to the programming correction of its Human Resources Management Information System (HRMIS) to retrieve all the appropriate disabled veterans codes.

The promotion percentages of SSA veteran employees during FY 2000 increased across all veteran categories compared to FY 1999.

State, Department of

The Department of State made various targeted recruitment efforts to improve its hiring of veterans during FY 2000. These efforts included:

- instituting a new Military Recruitment Plan;
- providing recruitment materials, including brochures and videos, to military outplacement centers;
- advertising in the Army Times Worldwide Group for Department of State careers; and
- coordinating recruitment efforts with the Retired Officers Association (ROA).

As a result, both the employment and hiring representation rate of disabled veterans in the State Department increased in FY 2000.

Tennessee Valley Authority (TVA)

TVA continued to downsize during FY 2000. Its total employment declined from 13,322 in FY 1999 to 13,145 in FY 2000. During the same period, the representation of veterans declined from 30.8 percent (4,103 employees) to 29.1 percent (3,831 employees) and the representation of disabled veterans declined from 282 (2.1 percent) in FY 1999 to 265 (2.0 percent) in FY 2000. Despite ongoing personnel reductions, the TVA maintains an active DVAAP program.

Transportation, Department of (DOT)

DOT pursued several avenues during FY 2000 to help implement the goals of DVAAP. For instance, Office of the Inspector General's staffing initiatives include incorporating the occupational series GS-0343, Management Analyst, to increase outreach to a broader audience, including disabled veterans. In addition, the United States Coast Guard opened up its governmentwide vacancy announcements to all sources.

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY (“**”) indicates failure to submit FY 2000 Report as of July 2001)	ABBREVIATION
Agency for International Development	AID
Agriculture, Department of	AG
Air Force, Department of the	AIR FORCE
American Battle Monuments Commission	ABMC
**Armed Forces Retirement Home (includes U.S. Soldiers’ and Airmen’s Home)	AFRH
Arms Control and Disarmament Agency	ACDA
Army, Department of the	ARMY
Broadcasting Board of Governors (parts of USIA not absorbed by State Dept.)	BBG
Central Intelligence Agency (asserts exemption for security reasons)	CIA
Commerce, Department of	CM
**Commission on Civil Rights, U.S.	CCR
Commodity Futures Trading Commission	CFTC
Consumer Product Safety Commission	CPSC
Corporation for National Service	CNS
Court Services and Offender Supervisor Agency (new agency in FY 2000)	CS&OS
Defense, Department of	DOD
Defense Contract Audit Agency	DCAA
Defense Finance and Accounting Service	DFAS
Defense Information Systems Agency	DISA
Defense Inspector General	DIG
Defense Intelligence Agency	DIA
Defense Logistics Agency	DLA
Defense Security Service	DSS
Defense Threat Reduction Agency	DTRA
DOD, TRICARE	TRICARE

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AGENCY (“**”) indicates failure to submit FY 2000 Report as of July 2001)	ABBREVIATION
DOD, Defense Education Activity	ODEA
DOD, Office of the Secretary of Defense	OSD
DOD, Uniformed Services University of the Health Sciences	USUHS
Education, Department of	DEd
Energy, Department of	DOE
Environmental Protection Agency	EPA
Equal Employment Opportunity Commission	EEOC
**Executive Office of the President	EXEC
Export-Import Bank of the U. S.	EX-IM
Farm Credit Administration	FCA
Federal Communications Commission	FCC
Federal Deposit Insurance Corporation	FDIC
Federal Election Commission	FEC
Federal Emergency Management Agency	FEMA
Federal Labor Relations Authority	FLRA
Federal Maritime Commission	FMC
Federal Mediation and Conciliation Service	FMCS
**Federal Mine Safety and Health Review Commission (HR operations contracted to the Department of the Treasury)	FMSHRC
Federal Trade Commission	FTC
Government Printing Office	GPO
General Services Administration	GSA
Health and Human Services, Department of	HHS
Housing and Urban Development, Department of	HUD
**Inter-American Foundation	IAF

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY (“**”) indicates failure to submit FY 2000 Report as of July 2001)	ABBREVIATION
**Interior, Department of the	DOI
International Trade Commission	ITC
Justice, Department of	DOJ
Labor, Department of	DOL
Merit Systems Protection Board	MSPB
National Aeronautics and Space Administration	NASA
National Archives and Records Administration	NARA
National Capital Planning Commission	NCPC
National Credit Union Administration	NCUA
National Foundation on Arts and Humanities	NFAH
National Gallery of Art	NGA
National Imagery and Mapping Agency	NIMA
National Labor Relation Board	NLRB
**National Mediation Board	NMB
**National Science Foundation	NSF
National Security Agency (asserts exemption for security reasons)	NSA
National Transportation Safety Board	NTSB
Navy, Department of the	NAVY
Nuclear Regulatory Commission	NRC
Occupational Safety and Health Review Commission	OSHRC
Office of Personnel Management	OPM
Office of Special Counsel	OSC
**Overseas Private Investment Corporation	OPIC

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AGENCY (“**”) indicates failure to submit FY 2000 Report as of July 2001)	ABBREVIATION
**Peace Corps	PEACE
Pension Benefit Guaranty Corporation	PBGC
Postal Rate 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
Transportation, Department of	DOT
Treasury, Department of the	TREAS
Veterans Affairs, Department of	VA

GLOSSARY OF TERMS

Competitive Service. The Competitive Service consists of all civil service positions in the Executive branch except, (a) positions that are specifically excepted by statute; (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. Changes from one appointment to another appointment in the same agency without a break in service.

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

Disabled Veterans (30 percent or more) Hiring Authority. A hiring authority used to hire veterans who have a service-connected 30 percent or more disability. [See definition for title 5 of the Code of Federal Regulations, 315.604].

DVAAP. The Disabled Veterans Affirmative Action Program (DVAAP).

Executive Branch. It covers all agencies except the USPS, Postal Rate 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, as well as agencies in the Legislative and Judicial branches.

Excepted Service. Any Federal employee not in the competitive service.

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

Full-Time. 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, usually a 5-day work week at 8 hours per day.

Full-Time Permanent (FTP). Full-time employees serving under career or career-conditional appointments.

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

GS and Related. The GS and any other pay systems that follow the grade structure of the GS or whose grade structure can be equated to GS 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 who are regularly scheduled to work 32 or fewer hours per pay period.

Permanent. Employees who have either completed a probationary period or are not required to serve one.

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

Temporary. Employees who are serving under career-conditional or trial appointments, and under career appointments who are serving initial probationary periods.

Title 5 of the Code of Federal Regulations, 315.604. This hiring authority allows agencies to make direct appointments without examination, which may lead to conversions to career appointments, for veterans who have a service-connected 30 percent or more disability. This authority is pursuant to responsibilities assigned to the Office of Personnel Management (OPM) under section 403 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 4214), and section 307 of the Civil Service Reform Act of 1978 (5 U.S.C. 3112).

Title 29 of the United States Code, Section 791, et. seq. (Section 501 of the Rehabilitation Act of 1973, as amended). Requires Federal agencies in the Executive Branch of government to develop affirmative employment action programs for hiring, placement, and advancement of persons with disabilities.

Veterans' Preference. An employee's entitlement to statutory types of preference in the Federal service based on certain active military service that ended honorably.

Veterans' Readjustment Act (VRA) Hiring Authority -- 5 CFR 307.103. This authority allows agencies to appoint any veteran who meets the basic veterans readjustment eligibility requirements provided by law (38 U.S.C. 4214).

Vietnam Era Veterans. Veterans who served during the Vietnam era -- August 5, 1964, to May 7, 1975.