

STATUS CANDIDATES - INFORMATION AT A GLANCE

AREA OF CONSIDERATION: Describes the individuals from whom the agency will accept applications to compete for jobs.

APPLICANTS FROM OTHER FEDERAL AGENCIES: If you are serving under a career or career-conditional appointment in another federal agency you may transfer to another agency.

REINSTATEMENT ELIGIBLE (FORMER FEDERAL EMPLOYEES): Reinstatement eligibility refers to those individuals who previously held a career or career-conditional appointment with the federal government.

NOTE: *There is no time limit on reinstatement eligibility for those who either have veterans' preference, or acquired career tenure by completing 3 years of substantially continuous creditable service.*

PERSONS WITH DISABILITIES: Persons with disabilities may apply for jobs filled either competitively or non-competitively, or Excepted appointing authority: Candidates must meet the qualification requirements for the job and be able to perform the essential duties of the job with or without reasonable accommodation. Disability must be verified through appropriate sources.

INTERAGENCY CAREER TRANSITION ASSISTANCE PROGRAM (ICTAP): Refers to regulations established in 1996 which provide selection priority to displaced federal employees when applying for jobs in other federal agencies.

VETERANS APPOINTMENTS:

For more information on Veterans Appointments and Preference please visit:

<http://www.opm.gov/staffingportal/vetguide.asp>

Veterans' Recruitment Appointment (VRA): This excepted appointment authority allows agencies to appoint eligible veterans if you:

- Have a campaign badge for service during a war or in a campaign or expedition
- Are a disabled veteran
- In receipt of an Armed forces Service Medal for participation in a military operation
- Recently separated veteran (within the last three years)
- Separated under honorable conditions (this means an honorable or general discharge)

Veterans Employment Opportunity Act of 1998 (VEOA):

This act allows veterans to apply to announcements that are only open to so called "status" candidates, which means "current competitive service employees"

- To be eligible for a VEOA appointment, your latest discharge must be issued under honorable conditions (which means honorable or general discharge) and you must be either:
- A preference eligible (defined in title 5 U.S.C. 2108 (3)), or
- A veteran who substantially completed 3 or more years of active service.

30% or more Disabled Veteran: Federal agencies have the authority, by law to give noncompetitive appointments to any veteran who has a service-connected disability of 30% or more. Like the VRA, this authority is discretionary with the agency.

To determine if you are a preference eligible veteran, you must fall within one the following groups.

5 point preference (TP)

- Active duty during a War (last one is WWII from 1939-1945)
- Active duty from 4/28/1952 – 7/1/1955
- Active duty for more than 180 consecutive days, other than training, any part of which occurred from 01/31/1955 – 10/15/1976 (Vietnam)
- Active duty anytime during Gulf War from 8/2/1990 – 01/2/1992 as long as term of active service was at least for 24 continuous months or the full period ordered to active duty
- Active duty for more than 180 consecutive days, other than training, any part of which occurred in 9/11/2001 to last day of Operation Iraqi Freedom.
- If none of the above, then look for campaign or expedition medal/badge, including El Salvador, Lebanon, Grenada, Panama, SW Asia, Somalia, Haiti.

10 Point Preference (*need completed SF-15 form & Civil Service preference letter*)

- Served anytime and who has a compensable service-connected disability rating of at least 10% but less than 30% (CP)
- Same as above, but with 30% or more disability (CPS)
- Same as above, who is receiving compensation, disability retirement benefits, or pension from military or VA, but doesn't qualify as CP or CPS (XP)
- Purple Heart recipient (XP)
- Spouse, widow, widower, or mother of veteran, known as derived preference (XP)