



DEPARTMENT OF VETERANS AFFAIRS
ASSISTANT SECRETARY FOR HUMAN RESOURCES AND ADMINISTRATION
WASHINGTON DC 20420
MAY 02 2003

The Honorable Lane Evans
Ranking Democratic Member
Committee on Veterans' Affairs
U.S. House of Representatives
Washington, DC 20515

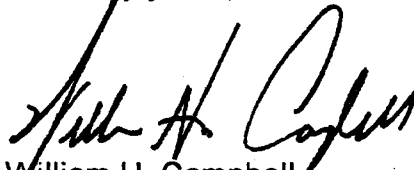
Dear Congressman Evans:

Thank you for your recent letter expressing concern about the outsourcing of work currently performed by Department of Veterans Affairs (VA) employees.

The enclosed binder contains reports, which provide detailed information for all positions identified by VA that may be affected by outsourcing. This data is summarized in the enclosed Fact Sheet. Please note that although VA's 2001 FAIR Act Inventory identifies 190,546 employees as commercial, the enclosed data addresses all 221,387 employees on VA's rolls since they may be directly or indirectly affected by competitive sourcing and potential outsourcing.

If you have any questions or need additional information, please have a member of your staff contact Ms. Ventris C. Gibson, Deputy Assistant Secretary for Human Resources Management, at (202) 273-4920.

Sincerely yours,


William H. Campbell
Acting

Enclosures

FACT SHEET OUTSOURCING AND VA POSITIONS

Using the FY 2001 FAIR Act Inventory of Commercial Activities report, VA identified 190,546 employees that occupy positions defined as commercial. However, because of the significant implications associated with competitive sourcing and potential outsourcing, it was determined to provide information on all 221,387 employees on VA's rolls since they may be directly or indirectly affected by potential outsourcing due to employee protections, such as bump and retreat rights provided in reduction in force regulations. Of these 221,387 employees, 57,605 (26 percent) are veterans, 82,944 (37 percent) are minorities, 128,080 (58 percent) are women, and 10,747 (5 percent) are persons with a disability. The following summary data is provided on these occupations:

NUMBER OF POSITIONS CURRENTLY HELD BY VETERANS (see Tab 1 for details)

57,605 positions currently held by veterans:

- 16,801 (29 percent) are Wage Grade;
- 35,049 (61 percent) are GS level;
- 92 (less than 1 percent) are SES; and
- 5,663 (10 percent) are designated as other.

NUMBER OF POSITIONS CURRENTLY HELD BY SERVICE-CONNECTED VETERANS (see Tab 2 for details)

15,719 positions currently held by veterans with service-connected disabilities:

- 3,577 (23 percent) are Wage Grade;
- 11,525 (73 percent) are GS level;
- 29 (less than 1 percent) are SES; and
- 588 (4 percent) are designated as other.

NUMBER OF POSITIONS CURRENTLY HELD BY MEMBERS OF MINORITY GROUPS (see Tab 3 for details.)

82,944 positions currently held by members of minority groups:

- 52,544 (63 percent) are African American;
- 14,354 (17 percent) are Hispanic;
- 14,050 (17 percent) are Asian; and
- 1,996 (2 percent) are American Indian.

A review of these 82,944 positions shows that:

- 14,576 (18 percent) are Wage Grade;
- 49,085 (59 percent) are GS level;
- 26 (less than 1 percent) are SES; and
- 19,257 (23 percent) are designated as other

NUMBER OF POSITIONS CURRENTLY HELD BY VETERANS WHO ARE MEMBERS OF MINORITY GROUPS (see Tab 4 for details)

22,820 positions currently held by veterans who are members of minority groups:

- 16,729 (73 percent) are African American;
- 4,081 (18 percent) are Hispanic;
- 1,413 (6 percent) are Asian; and
- 597 (3 percent) are American Indian.

A review of these 22,820 positions shows that:

- 8,152 (36 percent) are Wage Grade;
- 13,610 (60 percent) are GS level;
- 12 (less than 1 percent) are SES; and
- 1,046 (4 percent) are designated as other.

NUMBER OF POSITIONS CURRENTLY HELD BY WOMEN (see Tab 5 for details)

128,080 positions currently held by women:

- 6,139 (5 percent) are Wage Grade;
- 81,684 (64 percent) are GS level;
- 40 (less than 1 percent) are SES; and
- 40,217 (31 percent) are designated as other.

NUMBER OF POSITIONS CURRENTLY HELD BY WOMEN VETERANS (see Tab 6 for details)

8,601 positions currently held by women veterans:

- 438 (5 percent) Wage Grade positions;
- 6,448 (75 percent) GS level positions;
- 3 (less than 1 percent) SES positions; and
- 1,712 (20 percent) are designated as other.

NUMBER OF POSITIONS CURRENTLY HELD BY DISABLED NON-VETERANS (see Tab 7 for details)

10,747 positions currently held by non-veteran employees who self-identified a disability:

- 1,401 (13 percent) Wage Grade positions;
- 7,156 (67 percent) GS level positions;
- 10 (less than 1 percent) SES positions; and
- 2,180 (20 percent) other positions