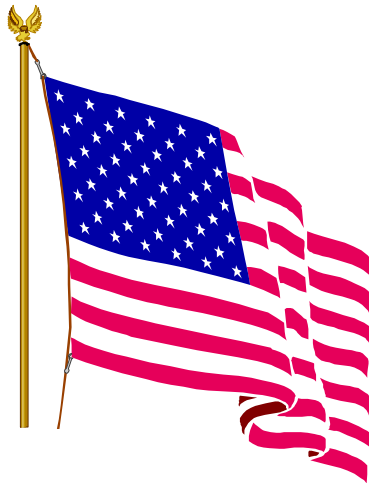


ANNUAL REPORT TO CONGRESS
ON
VETERANS' EMPLOYMENT
IN THE
FEDERAL GOVERNMENT



Fiscal Year 1998
(October 1, 1997 - September 30, 1998)



United States Office of
Personnel Management

Employment
Service

ES/DO-3
December 1999

“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

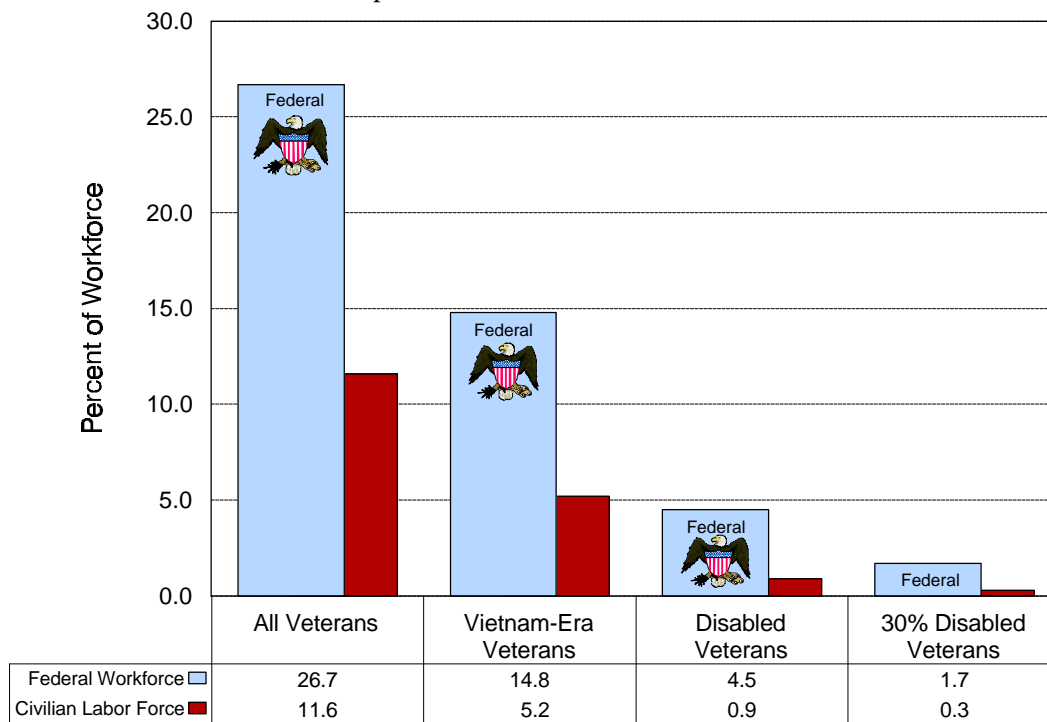
EXECUTIVE SUMMARY	1
INTRODUCTION	3
STATUS OF VETERANS IN THE FEDERAL WORKFORCE	5
U.S. Postal Service	5
Other Federal Agencies	6
Disabled Veterans in the Federal Workforce	8
30 Percent or More Disabled Veterans in the Federal Workforce	9
Grade Distribution of Veterans in Federal Workforce	10
Occupational Distribution of Veterans in Federal Workforce	11
HIRING OF VETERANS IN THE FEDERAL WORKFORCE	13
Hiring of Disabled Veterans in Federal Workforce	17
Hiring of 30 Percent or More Disabled Veterans in Federal Workforce	19
Use of Special Hiring Authorities for Disabled Veterans in Federal Workforce	20
PROMOTIONS OF VETERANS IN THE FEDERAL WORKFORCE	23
Promotions of Disabled Veterans in Federal Workforce	24
Promotions of 30 Percent or More Disabled Veterans in Federal Workforce	25
RETIREMENTS OF VETERANS IN THE FEDERAL WORKFORCE	27
AGENCY HIGHLIGHTS	28
LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	35
GLOSSARY OF TERMS	39

EXECUTIVE SUMMARY

The Federal Government remains the Nation's leader in veterans' employment. (Figure 1) It employed 470,254 veterans as of September 30, 1998. Compared to the available civilian labor force (CLF) in the economy, the Federal Government employs:

- ▶ over 2 times the percentage of veterans;
- ▶ almost 3 times the percentage of Vietnam-era veterans;
- ▶ 5 times the percentage of disabled veterans; and
- ▶ over 5 times the percentage of 30 percent or more disabled veterans.

Figure 1: Participation of Veterans in the Federal Executive Branch Workforce Compared to the Civilian Labor Force



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

Sources: CLF data from Current Population Survey, September 1997, U.S. Dept. of Labor, Bureau of Labor Statistics. Federal data from OPM's Central Personnel Data File (CPDF-dvaap), September 1998.

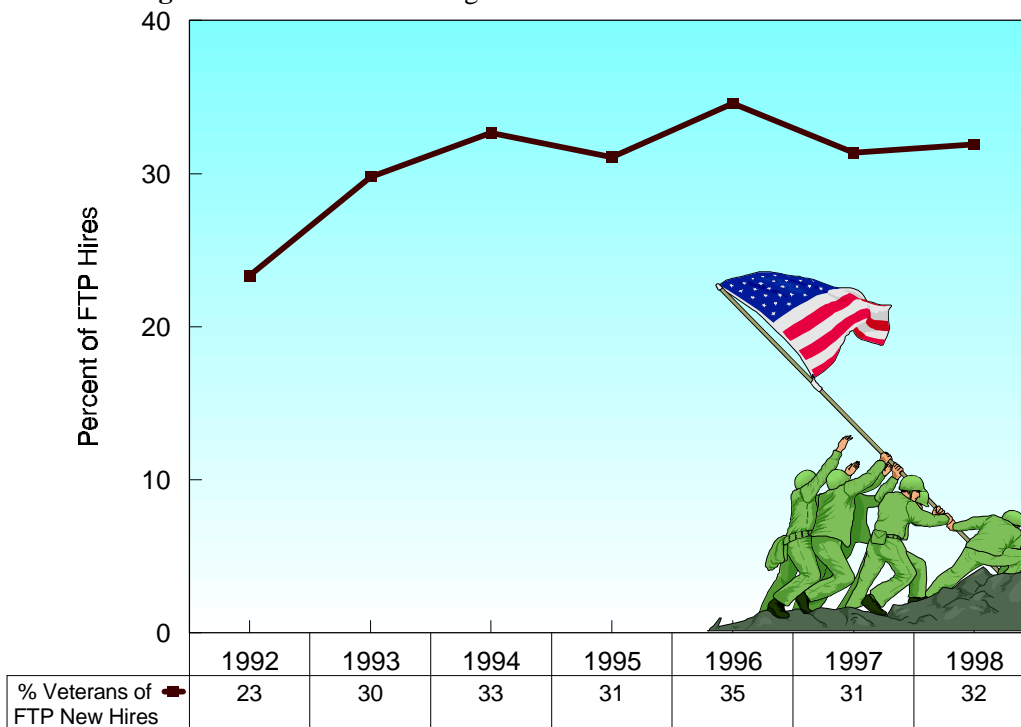
The Federal Government workforce continues to get smaller. Several agencies have restrictions on recruitment, appointments, promotions, and reassignments in order to more effectively manage their human resources during ongoing downsizing and restructuring.

Of the 50,518 new full-time permanent (FTP) government employees hired during FY 1998;¹

- ▶ 16,125 (31.9 percent) were veterans,
- ▶ 4,483 (8.9 percent) were Vietnam-era veterans,
- ▶ 2,478 (4.9 percent) were disabled veterans, and,
- ▶ 1,021 (2.0 percent) were 30 percent or more disabled veterans.

Despite declines in both the number of veterans available in the labor force and Federal hiring opportunities, an average of nearly 14,000 veterans per year has been hired for full-time permanent (FTP) jobs in the Federal Government since FY 1992. Thus, a higher proportion of the new employees are veterans. For instance, veterans represented 23 percent of all new hires into FTP positions in 1992. Since FY 1993, however, this percentage has remained at or above 30 percent. (Figure 2)

Figure 2: Veterans' Percentage of Federal Civilian FTP New Hires



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

¹ Full-Time Permanent (FTP) employees are those working full-time work schedules and serving under career-conditional or career appointments. Total employment includes employees with permanent or temporary tenure who work full-time, part-time, or intermittent work schedules.

INTRODUCTION

This is the U.S. Office of Personnel Management's (OPM) Fiscal Year 1998 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' personnel in developing DVAAP plans. OPM 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 law and regulation.

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. It covers approximately two-thirds of Federal civilian employees. **The CPDF is a reporting system dealing with population statistics and is neither an accounting system nor a statistical sample.** Therefore, data in this report should be viewed as indicators only, and do not imply perfect accuracy in every case.

The CPDF does not include Congress, the 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, and the Tennessee Valley Authority.

Also excluded from CPDF are 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 noncitizen employees of the Federal Government in foreign countries.

The Postal Rate Commission, U.S. Postal Service and Tennessee Valley Authority were required to provide data for this report. Highlights of their submissions are incorporated into the body of the report. However, their data are not included in 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, 1998, over 95 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 U.S. 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 1997) are included and cited in this report. Note that recent BLS revisions to the veterans population controls used in the prior CPS (August 1995) resulted in the addition of approximately 1 million veterans to the CLF (with a similar reduction in the number of nonveterans).

STATUS OF VETERANS IN THE FEDERAL WORKFORCE

U.S. Postal Service

The Postal Service is one of the largest employers of veterans in the Nation. Almost one out of three U.S. Postal Service employees is a veteran. The representation of veterans (including disabled and 30 percent or more disabled veterans) in the U.S. Postal Service (USPS) during FY 1998 (32.3 percent) declined slightly compared to FY 1997 (33.3 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 decreased to 6.6 percent (4,403 employees) during FY 1998 compared to 10.7 percent for FY 1997. These numbers include the 2.7 percent (1,802) of new employees that were 30 percent or more disabled veterans.

EMPLOYMENT OF VETERANS IN THE U.S. POSTAL SERVICE			Change from FY 1997	
	FY 1997	FY 1998	Number	Percent
Total Career Workforce	764,683	791,073	26,390	3.5%
Veterans	254,662	255,503	841	0.3%
Percent of Total	33.3%	32.3%		
Disabled Veterans	81,975	83,055	1,080	1.3%
Percent of Total	10.7%	10.5%		
Percent of Veterans	32.2%	32.5%		
30 Pct+ Disabled Veterans	19,230	19,761	531	2.8%
Percent of Total	2.5%	2.5%		
Percent of Veterans	7.6%	7.7%		
Percent of Disabled Veterans	23.5%	23.8%		

Source: USPS

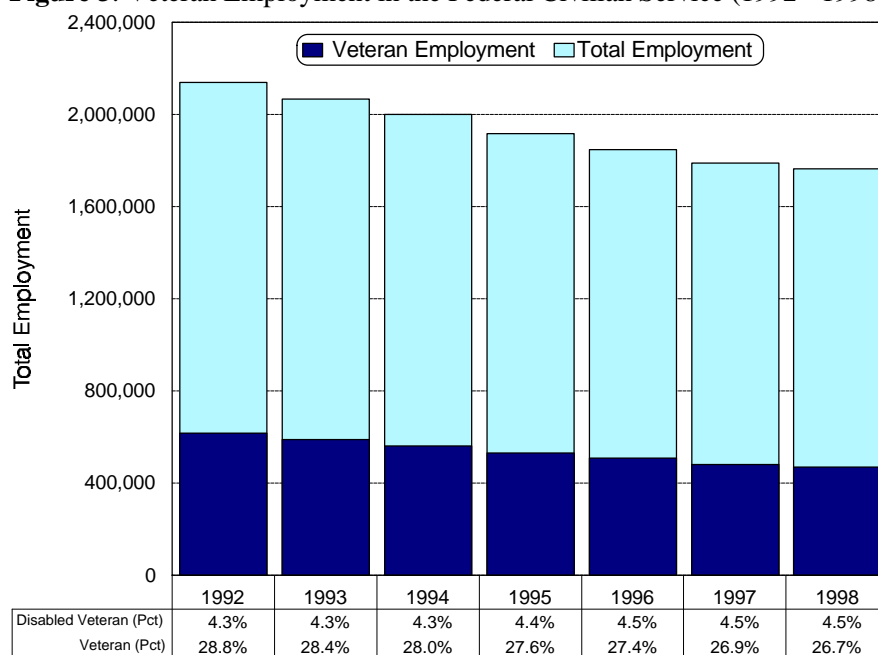
Disabled veterans employed by the Postal Service have done well in terms of internal upward mobility. Veterans with disabilities received 9.1 percent (3,315) of all promotions for FY 1998 compared to 9.4 percent (2,650) during FY 1997. Veterans who are 30 percent or more disabled received 2.7 percent (1,003 positions) of all FY 1998 promotions, which is a higher percentage than their representation (2.5 percent) in the agency's workforce.

Other Federal Agencies

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

For instance, the representation of veterans employed in the non-postal Federal workforce declined from 28.8 percent in 1992 to 26.7 percent in 1998. In fact, with the application of veterans' preference in recruiting and retention, the proportion of disabled veterans in Federal civilian service increased from 4.3 percent in 1992 to 4.5 percent in 1998 despite workforce reductions of approximately 375,000 Federal jobs over the past six years. (Figure 3)

Figure 3: Veteran Employment in the Federal Civilian Service (1992 - 1998)

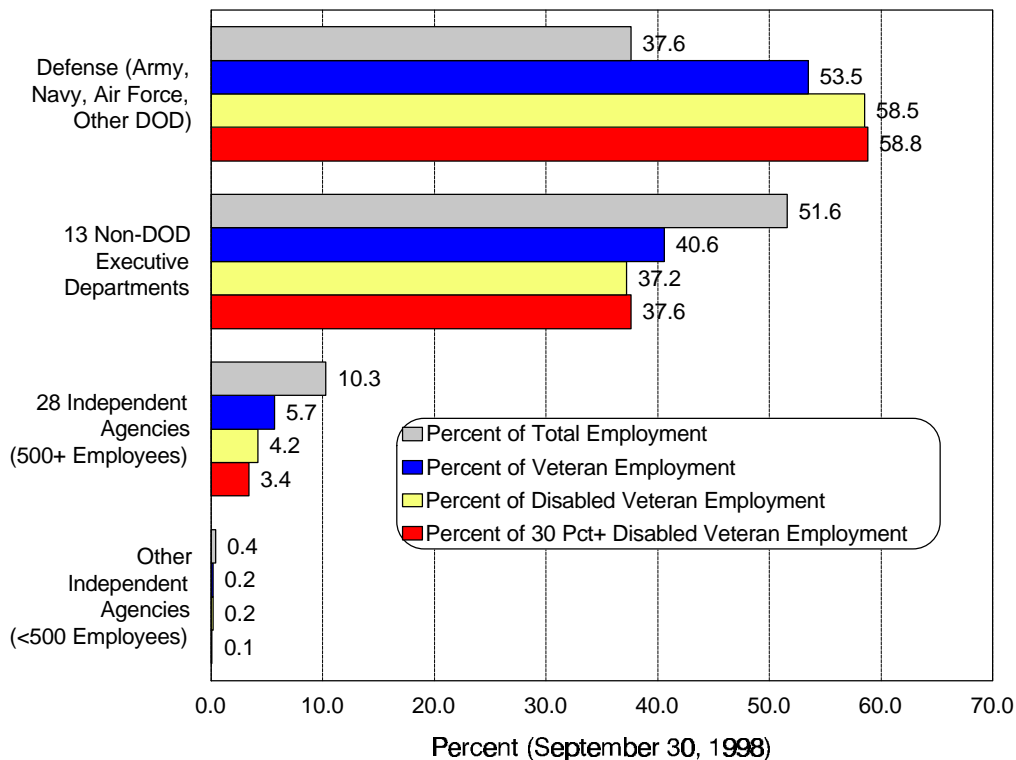


Source: U.S. OPM's Central Personnel Data File (-ARNG, AFNG). Data as of September 30 of each year

Compared to the prior fiscal year (1997), the non-postal Federal civilian workforce declined by 24,683 employees to 1,763,543 in 1998. This net loss included 10,210 veteran employees (41.4 percent of the total decline).

The Department of Defense (DOD) civilian workforce, with continued restructuring, declined by 27,803 employees from 1997. This included a net loss of 8,646 veteran employees, which accounted for 31.1 percent of all net DOD employee losses during 1998. However, DOD continued to employ almost 38 percent (663,623 employees) of the remaining non-postal Federal civilian workforce and 54 percent (251,531 employees) of the 470,254 veterans in Federal service during 1998. (Figure 4)

Figure 4: Distribution of Total Federal Employment (including Veterans) as of September 30, 1998



Further examination of 1998 data shows that three Executive Departments (Justice, Transportation, and Veterans Affairs) reported an increase in the representation of veterans in their civilian workforce compared to 1997.

The following independent agencies (with 500 or more employees) also showed an increase in veterans' representation in their workforce: Armed Forces Retirement Home, Federal Deposit Insurance Corporation, Federal Emergency Management Agency, Federal Trade Commission, National Archives and Records Administration, National Credit Union Administration, and the Pension Benefit Guarantee Corporation.

Top civilian agency employers of veterans continue to include the Department of Transportation, the Panama Canal Commission, the Armed Forces Retirement Home, and the General Services Administration.

In general, the representation of veterans in non-postal Federal agencies equaled or exceeded their civilian labor force (CLF) rate (11.6 percent) in 15 of 17 Executive Departments and 20 of 28 independent agencies (with 500 or more employees) for 1998. Compared to 1997, 13 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

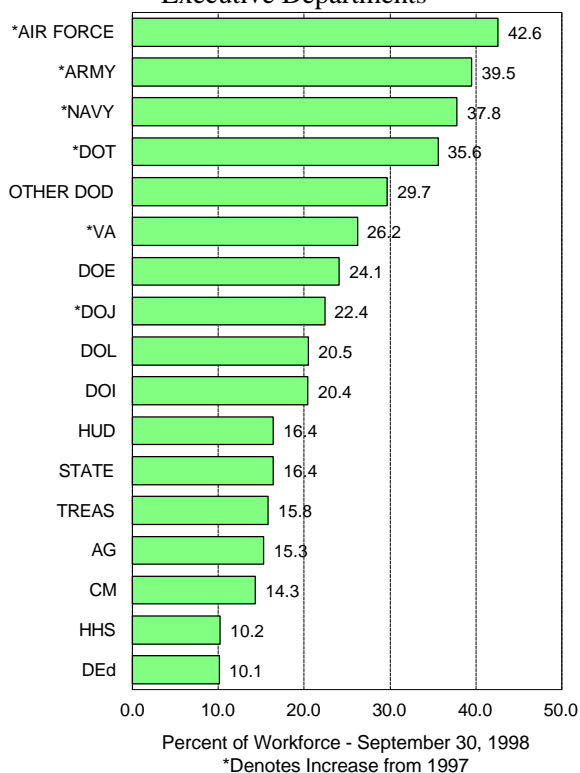
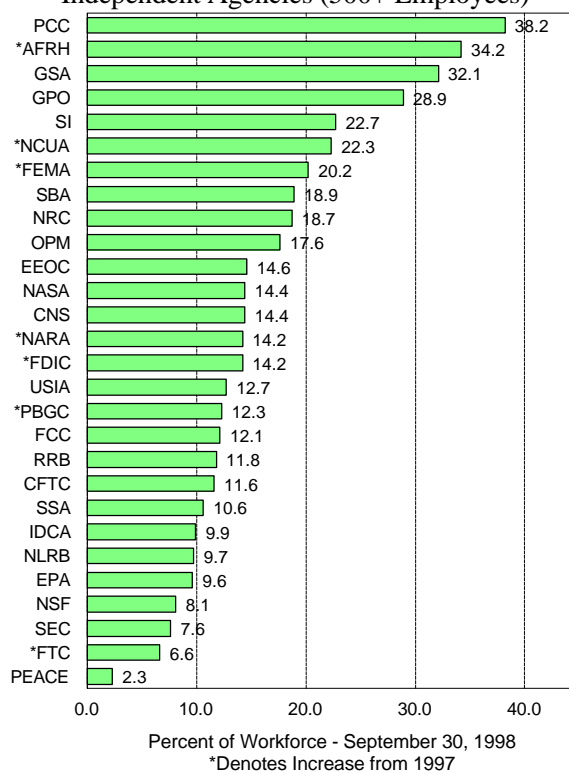


Figure 6: Veteran Representation in Federal Independent Agencies (500+ Employees)



Disabled Veterans in the Federal Workforce

The employment of disabled veterans in the non-postal Federal civilian workforce declined from 81,131 employees in 1997 to 80,090 in 1998; a net loss of 1.3 percent (1,041). The minor decline is a positive indicator of the impact of veterans' preference in recruiting and retention.

The Departments of Defense and Veterans Affairs continue to lead the way in the employment of disabled veterans. Together they employed 76.6 percent (61,340 employees) of all disabled veterans in the Federal civilian workforce. In contrast, both agencies accounted for 51.3 percent (904,469 employees) of the total Federal civilian workforce.

Data for 1998 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 civilian labor force (CLF) representation rate (0.9 percent) for disabled veterans. Among these, 17 Executive Departments and independent agencies actually registered increases in the representation of disabled veterans in their workforce compared to 1997. Non-military agencies with high representation rates include the Department of Labor, the Armed Forces Retirement Home, and the General Services Administration. (Figures 7 and 8)

Figure 7: Representation of Disabled Veterans in Federal Executive Departments

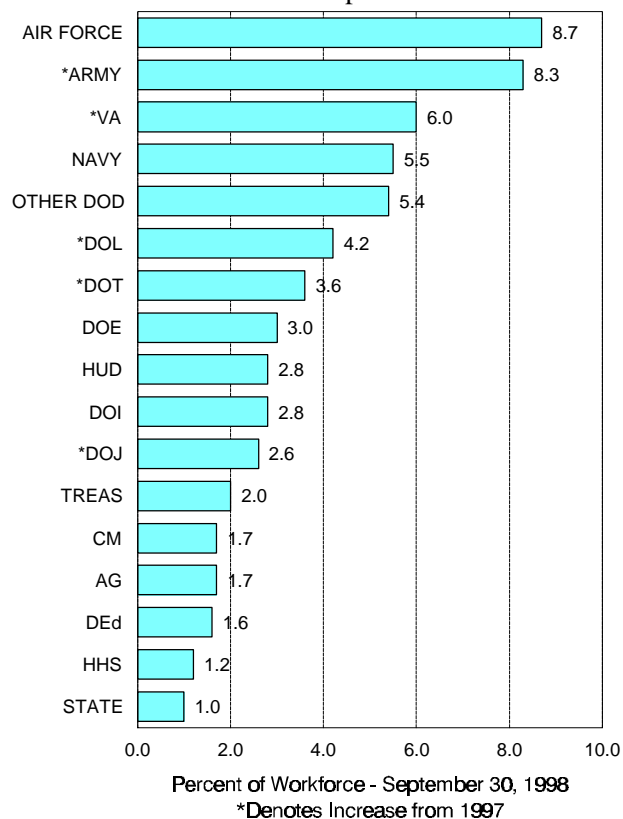
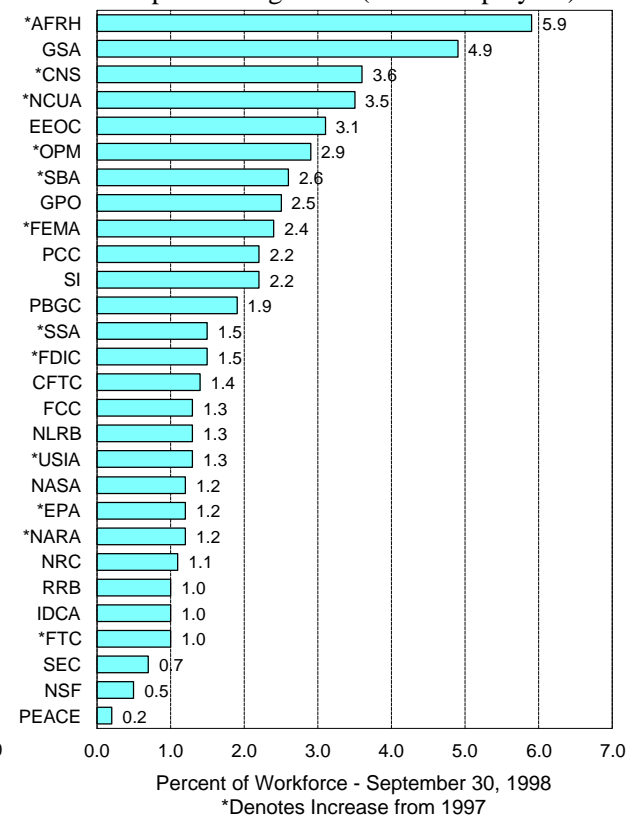


Figure 8: Representation of Disabled Veterans in Federal Independent Agencies (500 + Employees)



30 Percent or More Disabled Veterans in the Federal Workforce

For the third consecutive year, the net total of 30 percent or more disabled veterans in the overall workforce increased to 30,149 employees in 1998 compared to 29,816 in the previous year. Representation of 30 percent or more disabled veterans in the Federal civilian workforce remained unchanged at 1.7 percent. This achievement is an encouraging example of 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, the Departments of Defense and Veterans Affairs alone accounted for 80.4 percent (24,235 employees) of all 30 percent or more disabled veterans in the non-postal Federal workforce.

An examination of 1998 data reveals that 16 of 17 Executive Departments and 21 of 28 independent agencies (with 500 or more employees) equal or exceed the CLF representation rate (0.3 percent) for 30 percent or more disabled veterans. Compared to 1997 data, 17 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)
 In most cases, this outcome resulted from the combined effect of veterans' preference helping

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

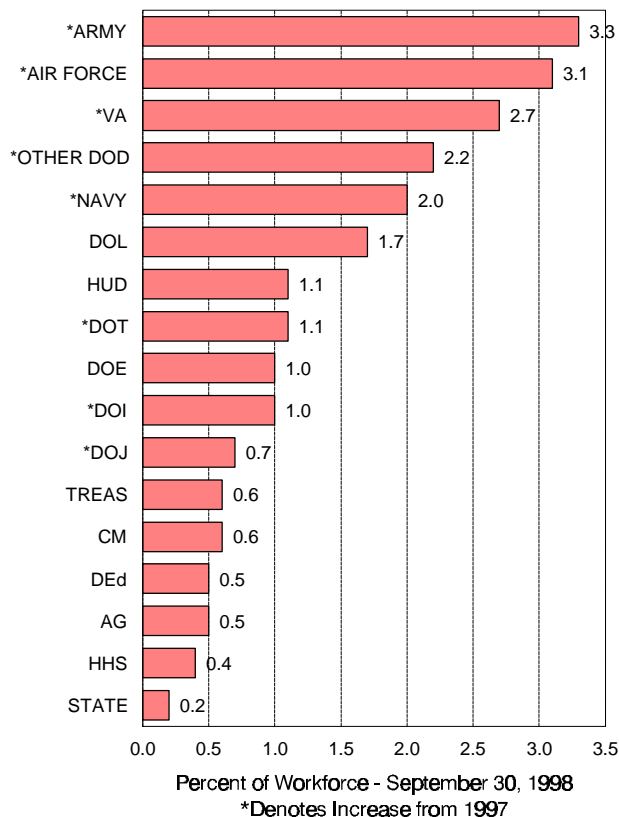
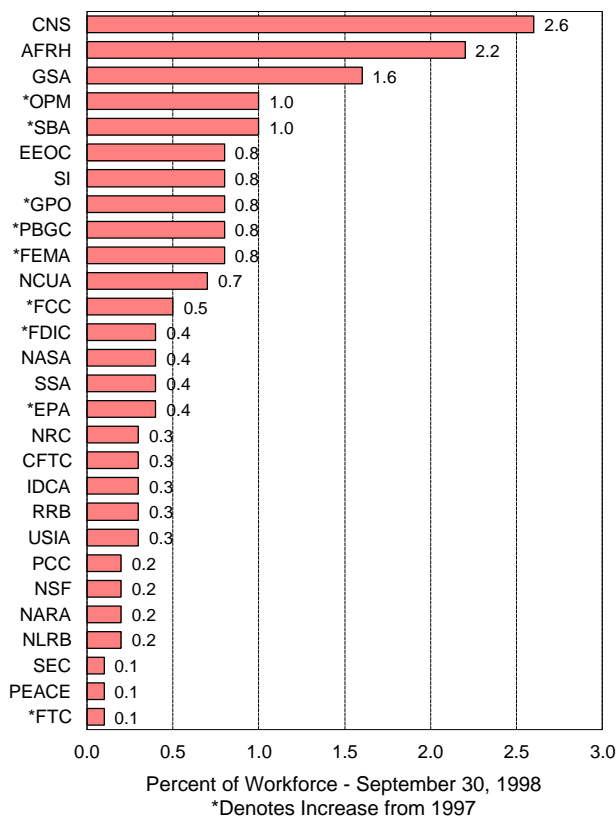


Figure 10: Representation of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees)



eligible disabled veterans retain their employment during reductions in force and/or assisting them with the hiring opportunities available in 1998. For example, the total workforce of the Department of Veterans Affairs (VA) declined by 4,696 (1.9 percent) from 245,542 in 1997 to 240,846 employees in 1998. However the number of 30 percent or more disabled veterans employed at VA rose from 6,181 to 6,495 during the same time period, a net increase of 314 (5.1 percent).

Grade Distribution of Veterans in Federal Workforce

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. (Figures 11)

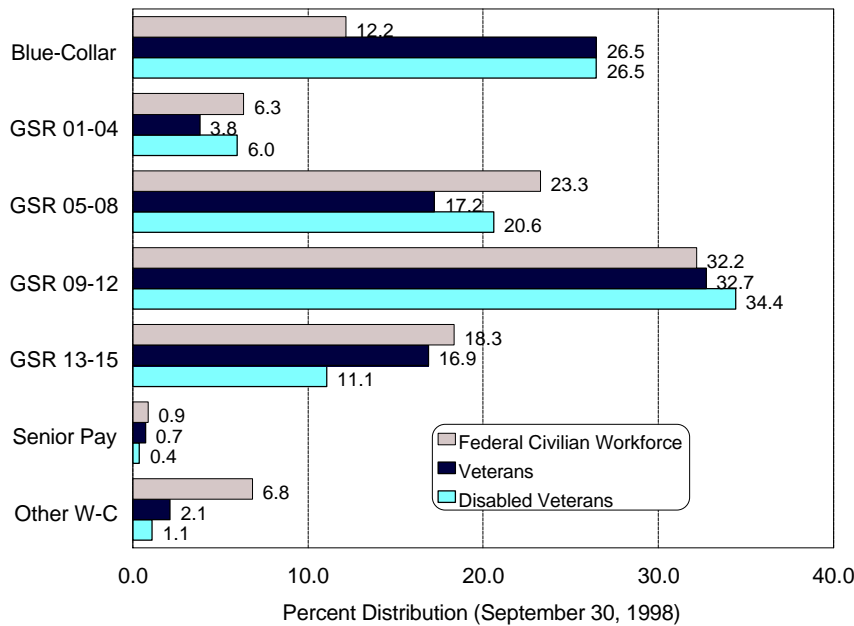


Figure 11: Distribution of Veterans and Disabled Veterans Compared to Total Federal Executive Workforce (By Blue & White-Collar Pay Groups)

Source: U.S. OPM's Central Personnel Data File

Occupational Distribution of Veterans in Federal Workforce

During 1998, 63.1 percent of veterans in the Federal workforce held positions in professional, administrative, and technical occupations. (Figure 12)

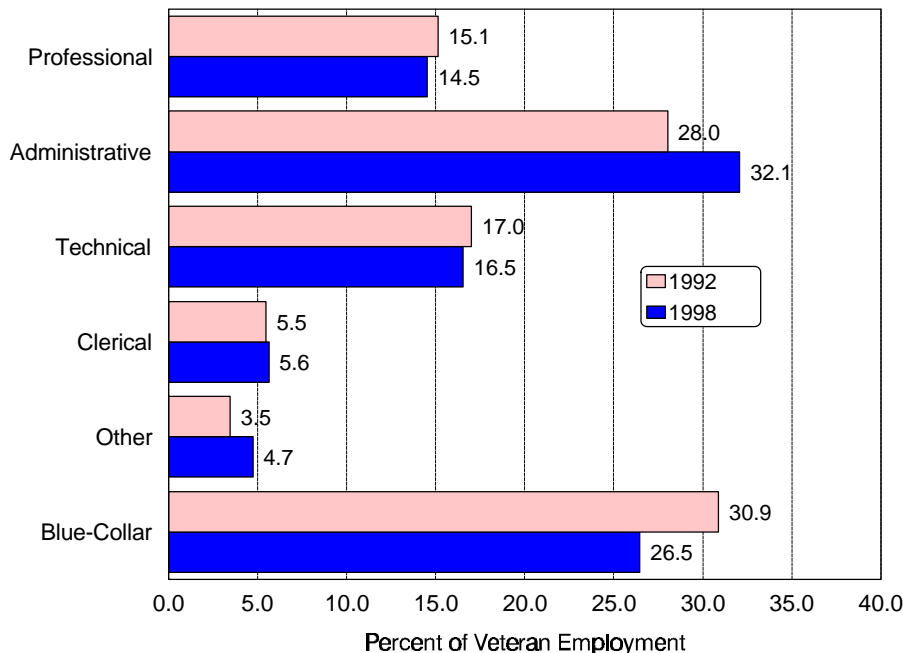


Figure 12: Veteran Employment Distribution (By PATCOB)

Source: U.S. OPM's Central Personnel Data File (-ARNG, AFNG). Data as of September 30 of each year.

Moreover, the proportion of disabled veterans employed in professional, administrative, and

technical occupations increased to 61.1 percent in 1998 from 56.6 percent in 1992. (Figure 13)

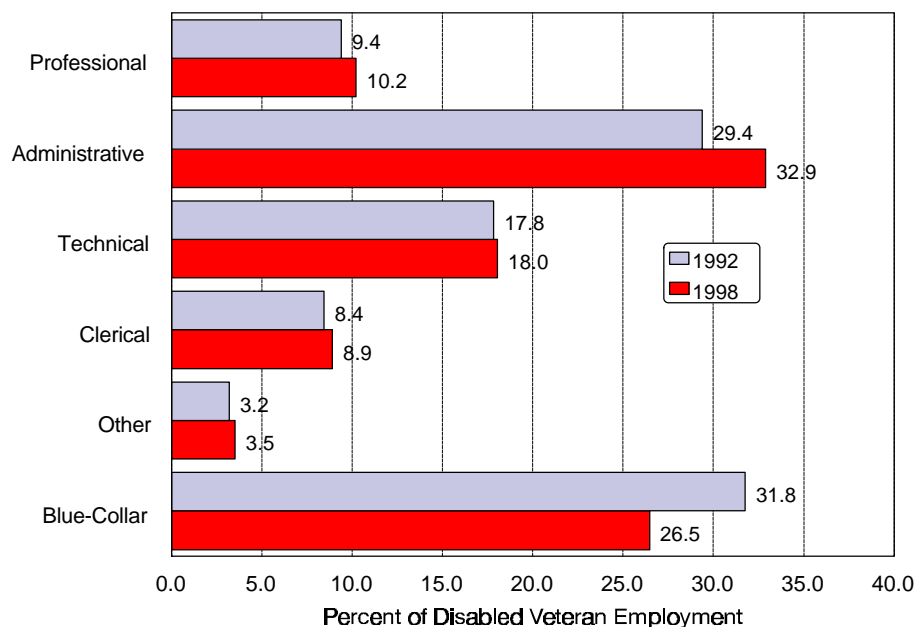


Figure 13: Disabled Veteran Employment Distribution (By PATCOB)

Source: U.S. OPM's Central Personnel Data File

Certain recent occupational trends in both the Federal workforce and the veteran labor force merit continued attention. To begin with, the number of employees in blue-collar and clerical occupational groups continues to drop as a result of Department of Defense downsizing and civilian agencies' workforce reductions due to fiscal pressures and technology changes. Thus, 62.4 percent of the net decline in total (non-postal) employment (approximately 375,100 jobs) between 1992 and 1998 can be attributed to the elimination of clerical (122,800) and blue-collar (111,300) jobs. Note that veterans accounted for over half (58 percent) of the 1998 Federal blue-collar workforce (including the 10 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 young veterans. According to 1998 figures from the U.S. Bureau of Census, only 22 percent of male veterans aged 20 or older had completed 4 or more years of college compared to 26 percent for comparable non-veterans.² Thus, some Federal agencies report that there may be shortages of qualified disabled veterans for certain professional occupations requiring 24 or more semester hours of specialized education.

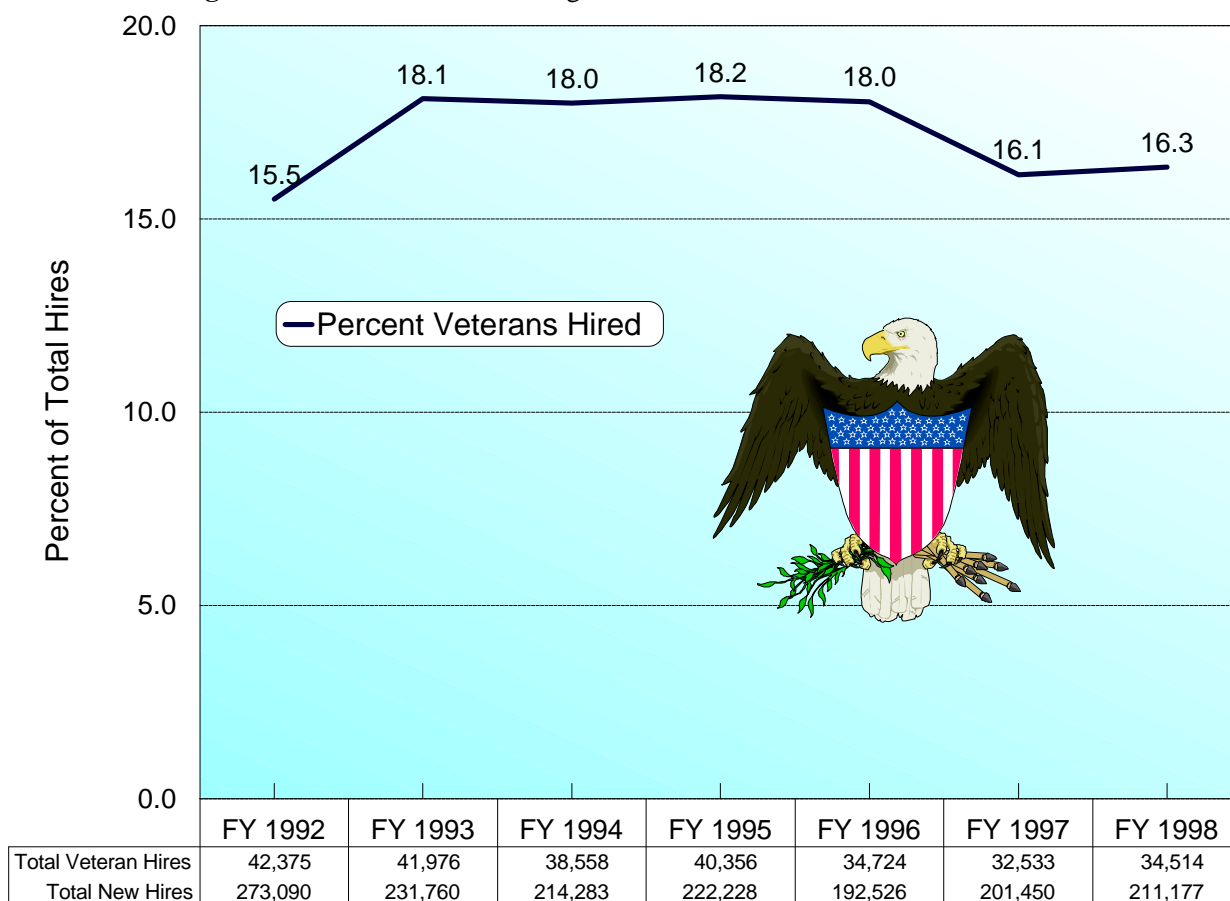
² U.S. Department of Veterans Affairs, *Annual Report of the Secretary of Veterans Affairs - Fiscal Year 1998* (Washington, DC), data from the March 1998 *Current Population Survey*.

HIRING OF VETERANS IN THE FEDERAL WORKFORCE

Total new hires (including part-time and intermittent employees) to the Federal Government during FY 1998 rose by 9,727 (4.8 percent) to 211,177 from 201,450 in FY 1997. An examination of Federal hiring during FY 1998 also reveals that:

- ▶ Veterans hired during FY 1998 totaled 34,514; an increase of 1,981 (6.1 percent) from 32,533 during FY 1997. Their percentage of the total hires increased to 16.3 percent compared to 16.1 percent during the same time periods. (Figure 14)

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



Source: U.S. OPM's Central Personnel Data File (-AFNG, ARNG)

- ▶ The following two tables summarize Federal hiring trends for select veteran populations in both the total and full-time permanent (FTP) Federal civilian workforce.³

³ Data are from OPM's Central Personnel Data File (CPDF). See Data Sources for coverage definitions.

VETERANS' EMPLOYMENT IN THE FEDERAL GOVERNMENT

FISCAL YEAR 1998

TOTAL VETERAN NEW HIRE DATA	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998
Federal Hires - Total	231,760	214,283	222,228	192,526	201,450	211,177
Veteran Hires	41,976	38,558	40,356	34,724	32,533	34,514
Percent of All Employees Hired	18.1%	18.0%	18.2%	18.0%	16.1%	16.3%
Vietnam-Era Veteran Hires	18,714	18,126	19,091	15,041	13,094	11,975
Percent of All Employees Hired	8.1%	8.5%	8.6%	7.8%	6.5%	5.7%
Percent of All Veterans Hired	44.6%	47.0%	47.3%	43.3%	40.2%	34.7%
Disabled Veteran Hires	7,424	7,125	7,245	6,664	6,609	5,559
Percent of All Employees Hired	3.2%	3.3%	3.3%	3.5%	3.3%	2.6%
Percent of All Veterans Hired	17.7%	18.5%	18.0%	19.2%	20.3%	16.1%
30 % + Disabled Veteran Hires	2,984	2,757	2,896	2,820	2,956	2,471
Percent of All Employees Hired	1.3%	1.3%	1.3%	1.5%	1.5%	1.2%
Percent of All Veterans Hired	7.1%	7.2%	7.2%	8.1%	9.1%	7.2%
Percent of All Disabled Vets Hired	40.2%	38.7%	40.0%	42.3%	44.7%	44.5%

FTP VETERAN NEW HIRE DATA	FY 1993	FY 1994	FY 1995	FY 1996	FY 1997	FY 1998
Federal Hires - Total	44,970	38,955	45,014	39,390	43,014	50,518
Veteran Hires	13,399	12,720	13,997	13,628	13,487	16,125
Percent of All Employees Hired	29.8%	32.7%	31.1%	34.6%	31.4%	31.9%
Vietnam-Era Veteran Hires	5,637	5,591	5,887	5,028	4,590	4,483
Percent of All Employees Hired	12.5%	14.4%	13.1%	12.8%	10.7%	8.9%
Percent of All Veterans Hired	42.1%	44.0%	42.1%	36.9%	34.0%	27.8%
Disabled Veteran Hires	2,276	2,155	2,353	2,321	2,525	2,478
Percent of All Employees Hired	5.1%	5.5%	5.2%	5.9%	5.9%	4.9%
Percent of All Veterans Hired	17.0%	16.9%	16.8%	17.0%	18.7%	15.4%
30 % + Disabled Veteran Hires	817	763	861	835	957	1,021
Percent of All Employees Hired	1.8%	2.0%	1.9%	2.1%	2.2%	2.0%
Percent of All Veterans Hired	6.1%	6.0%	6.2%	6.1%	7.1%	6.3%
Percent of All Disabled Vets Hired	35.9%	35.4%	36.6%	36.0%	37.9%	41.2%

- ▶ A further examination of FY 1998 hiring data reveals that 45 percent of all veteran hires were in professional, administrative, and technical occupations compared to 52 percent of non-veteran hires. In fact, only 8.1 percent of 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 1998. (Figures 15 and 16)

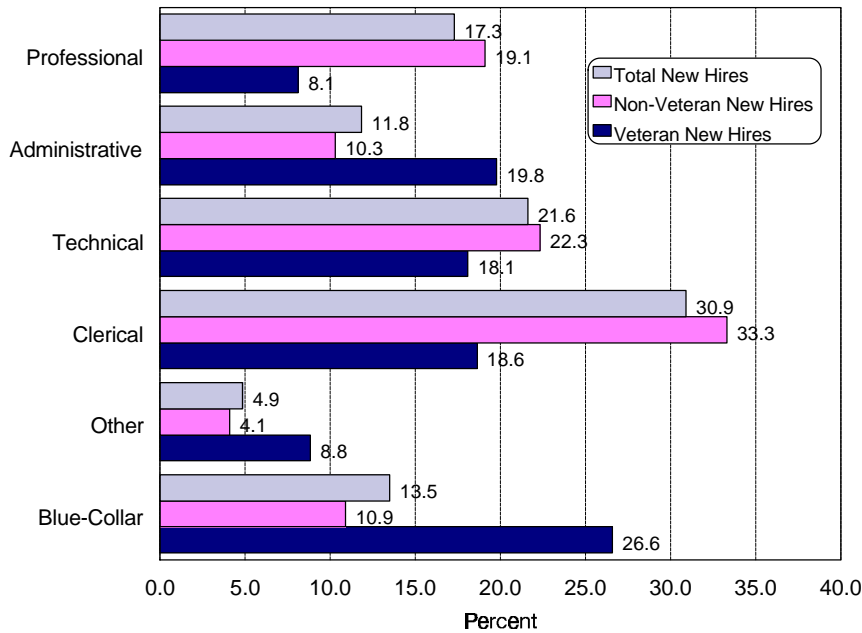


Figure 15: FY 1998 Hiring Distribution (By PATCOB)

Source: U.S. OPM's Central Personnel Data File

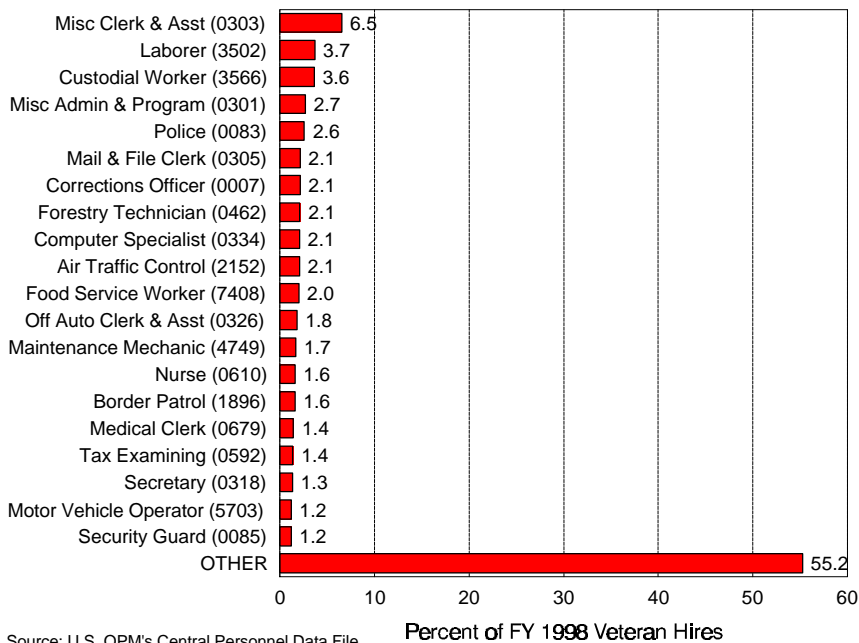
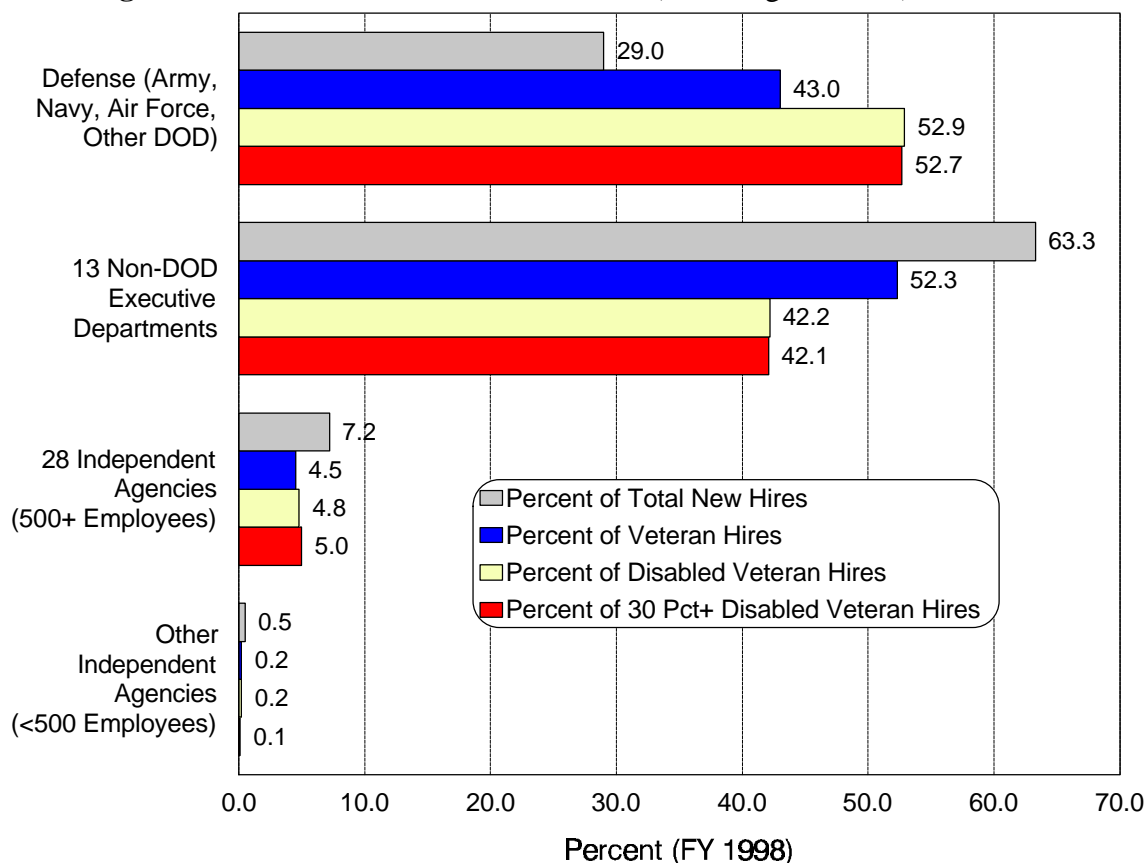


Figure 16: FY 1998 Distribution of Veteran Hires (By Occupation Series)

Source: U.S. OPM's Central Personnel Data File

- ▶ The Department of Defense (DOD) hired 43.0 percent of all new veteran hires in FY 1998. In contrast, Defense was responsible for only 29.0 percent of total hires as many DOD job vacancies were filled by reassigned surplus employees from closing or realigned military facilities. The remaining 13 (non-DOD) Federal Executive Departments accounted for 63.3 percent of all new hires and 52.3 percent of veteran hires. (Figure 17)

Figure 17: Distribution of Total New Hires (including Veterans) in FY 1998



- ▶ Independent (non-postal) agencies in the Federal Executive Branch accounted for only 7.7 percent of all new hires and 4.7 percent of veteran new hires. Among these agencies, the Social Security Agency (SSA) is the largest, with over one third (34.7 percent) of their workforce and 20.5 percent of their total hires in FY 1998. SSA also hired 21.2 percent of the veteran hires reported by independent agencies.
- ▶ Among non-military Executive Departments; the Departments of Transportation, Justice, and Veterans Affairs showed the highest representation in veteran hiring. Regarding non-postal Federal agencies (with 500 employees or more), the Armed Forces Retirement Home, the General Services Administration, and the General Printing Office had the highest veteran hiring representation in FY 1998. Overall, 23 Executive Departments and independent

agencies (with 500 or more employees) showed increases in veteran hiring representation compared to FY 1997. (Figures 18 and 19)

Figure 18: Hiring Representation of Veterans in Federal Executive Departments

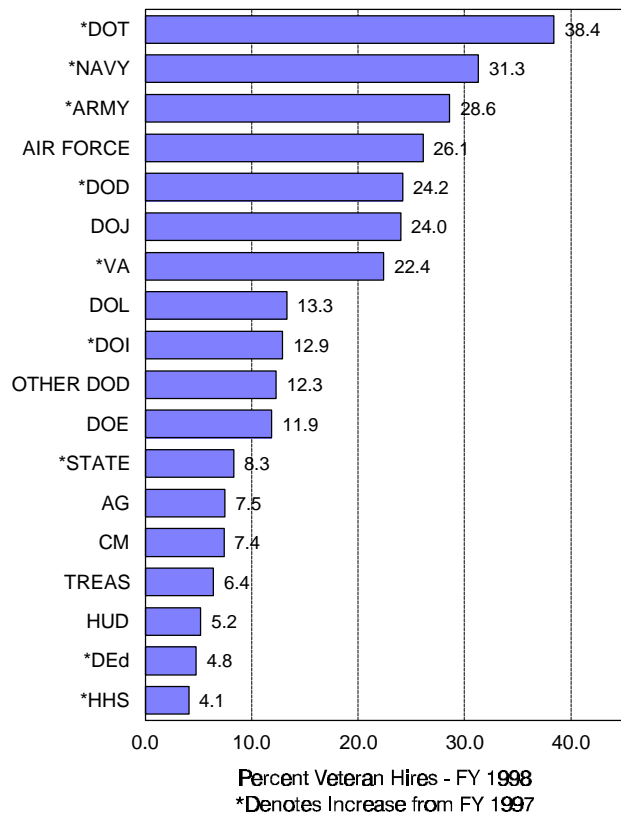
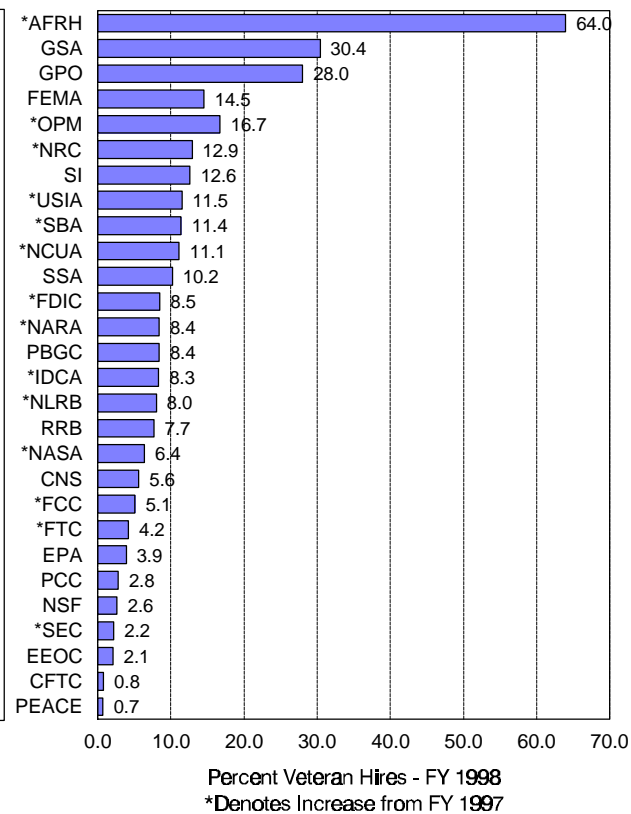


Figure 19: Hiring Representation of Veterans in Independent Agencies (with 500+ Employees)



Hiring of Disabled Veterans in Federal Workforce

Despite a net decline in the overall Federal civilian workforce, there were 5,559 new hires of disabled veterans during FY 1998. These disabled veterans constituted 2.6 percent of all new hires during FY 1998 compared to 3.3 percent during the prior year. A closer examination of FY 1998 hiring patterns for disabled veterans in the Federal government reveals certain highlights that merit further attention. These include:

- ▶ One fourth of all disabled veterans (25.6 percent) hired were in blue-collar occupations compared to 1 out of 10 (10.9 percent) non-veteran hires. In contrast, only 6.5 percent of disabled veteran hires were in professional occupations (which require a college degree or higher education) compared to 19.1 percent of non-veteran hires. (Figure 20)

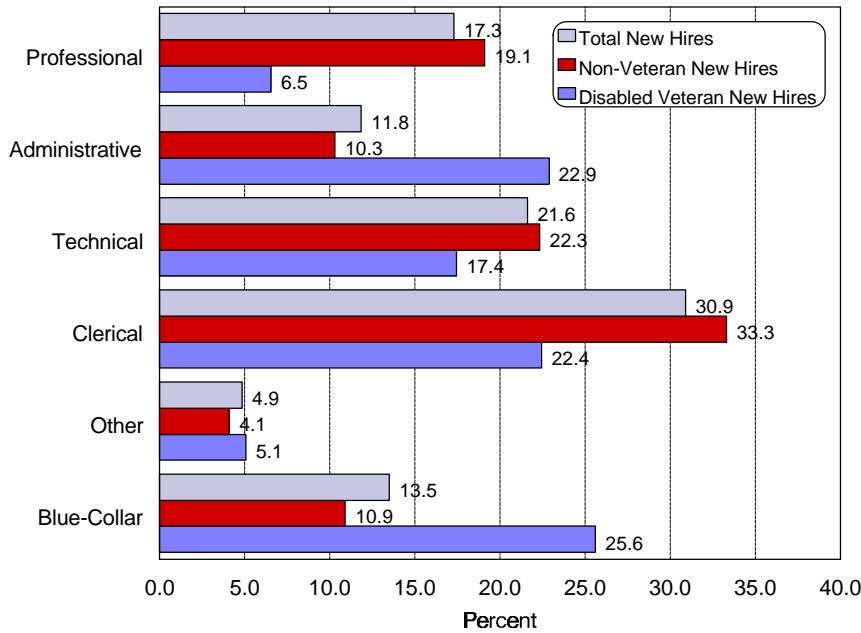


Figure 20: FY 1998 Hiring Distribution (By PATCOB)

Source: U.S. OPM's Central Personnel Data File

- ▶ A review of the most populous occupation series into which disabled veterans were hired during FY 1998 also supports the idea that Federally employed disabled veterans are concentrated in blue-collar and clerical jobs. (Figure 21)

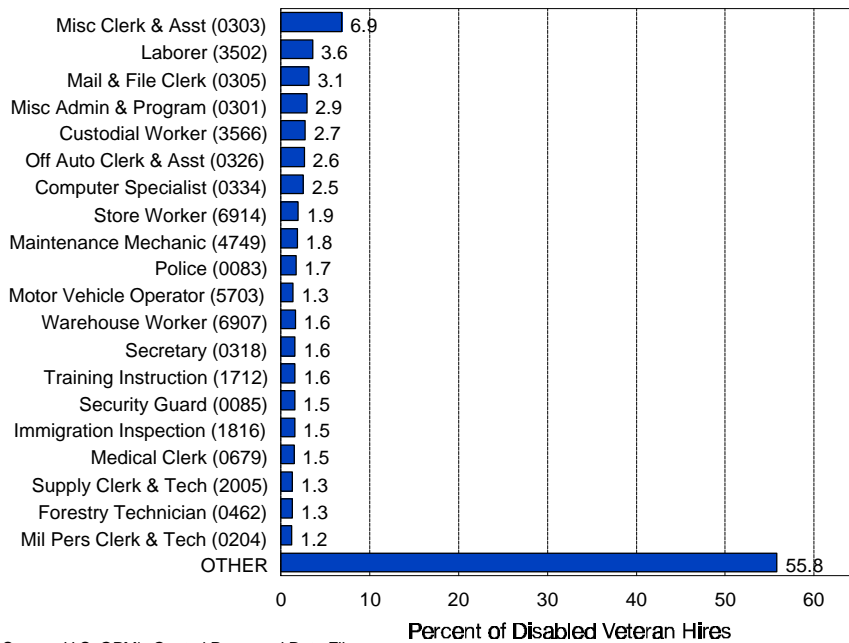


Figure 21: FY 1998 Distribution of Disabled Veteran Hires (By Occupation Series)

Source: U.S. OPM's Central Personnel Data File

- ▶ The Department of Defense accounted for over half (52.9 percent) of all disabled veterans hired during FY 1998 (see Figure 17).

- ▶ 21 Executive Departments and independent agencies (with 500 or more employees) showed an increase in their representation of disabled veterans among FY 1998 new hires compared to FY 1997. Non-DOD agencies with significant hiring representation of disabled veterans included the Department of Transportation, and the Government Printing Office (a Legislative branch agency). Six agencies (with 500 or more employees) reported no new disabled veteran hires during FY 1998. (Figures 22 and 23)

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

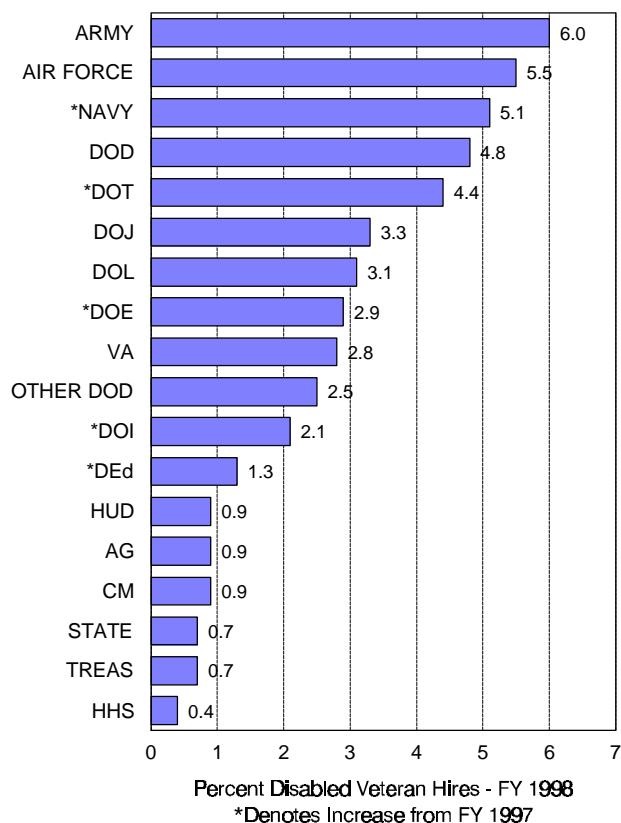
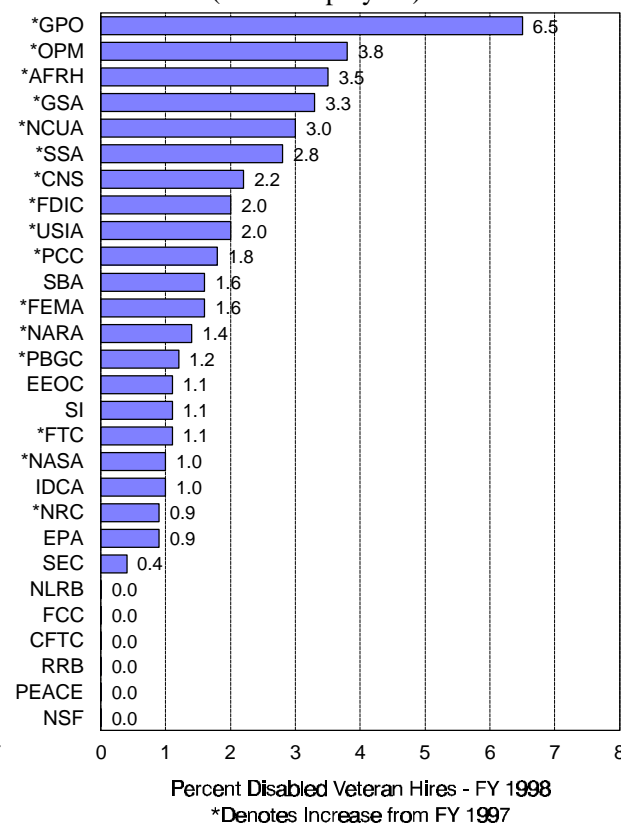


Figure 23: Hiring Representation of Disabled Veterans in Independent Agencies (500+ Employees)



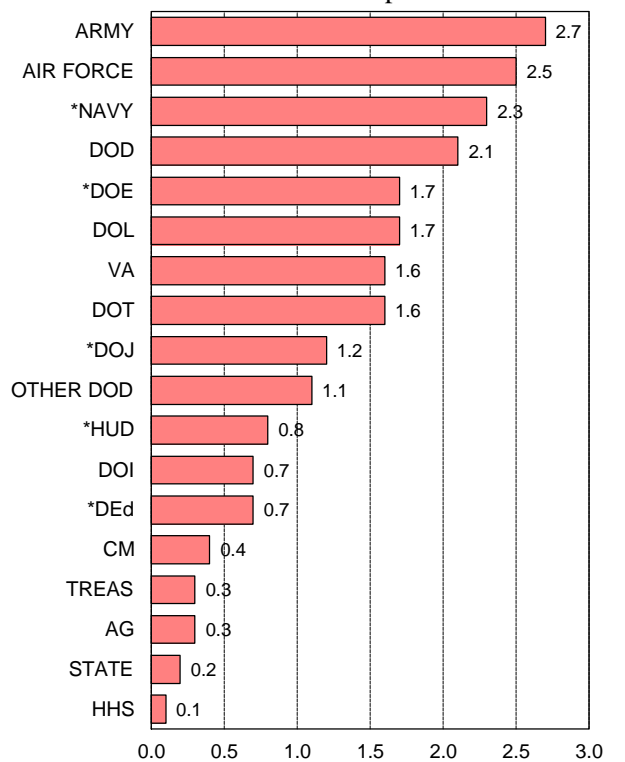
Hiring of 30 Percent or More Disabled Veterans in Federal Workforce

Data related to the hiring of 30 percent or more disabled veterans during FY 1998 reveal that:

- ▶ There were 2,471 hires of 30 percent or more disabled veterans in FY 1998, down 485 (16.4 percent) from 2,956 in FY 1997. In terms of representation, the hiring of thirty percent or more disabled veterans declined to 1.2 percent of total hires during FY 1998 compared to 1.5 percent in the prior year.

- ▶ Consistent with hiring for all disabled veterans, The Department of Defense accounted for 52.7 percent of FY 1998 30 percent or more disabled veterans hires. (see Figure 17)
- ▶ 18 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 1998 hiring from FY 1997. Another 10 agencies reported no hiring activity for this particular veteran population. (Figures 24 and 25)

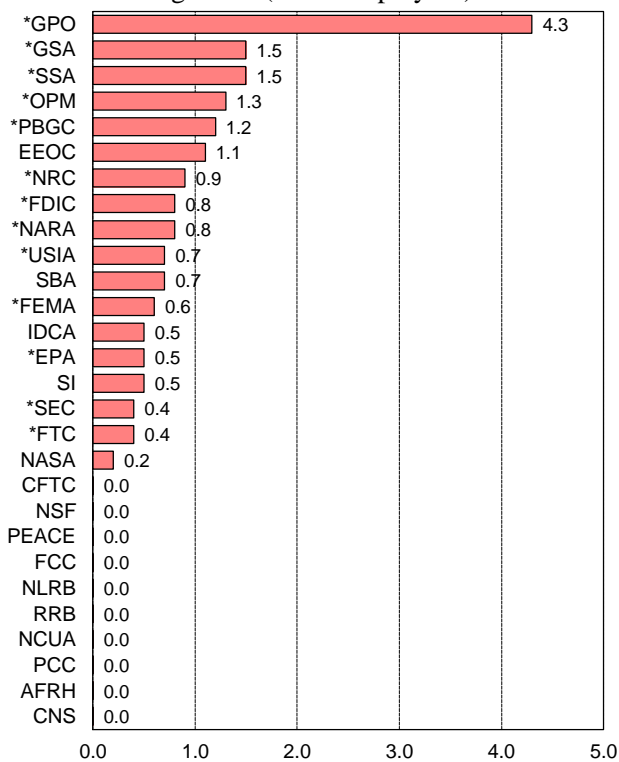
Figure 24: Hiring Representation of 30 Percent or More Disabled Veterans in Federal Executive Departments



Percent 30% or More Disabled Veteran Hires - FY 1998

*Denotes Increase from FY 1997

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



Percent 30% or More Disabled Veteran Hires - FY 1998

*Denotes Increase from FY 1997

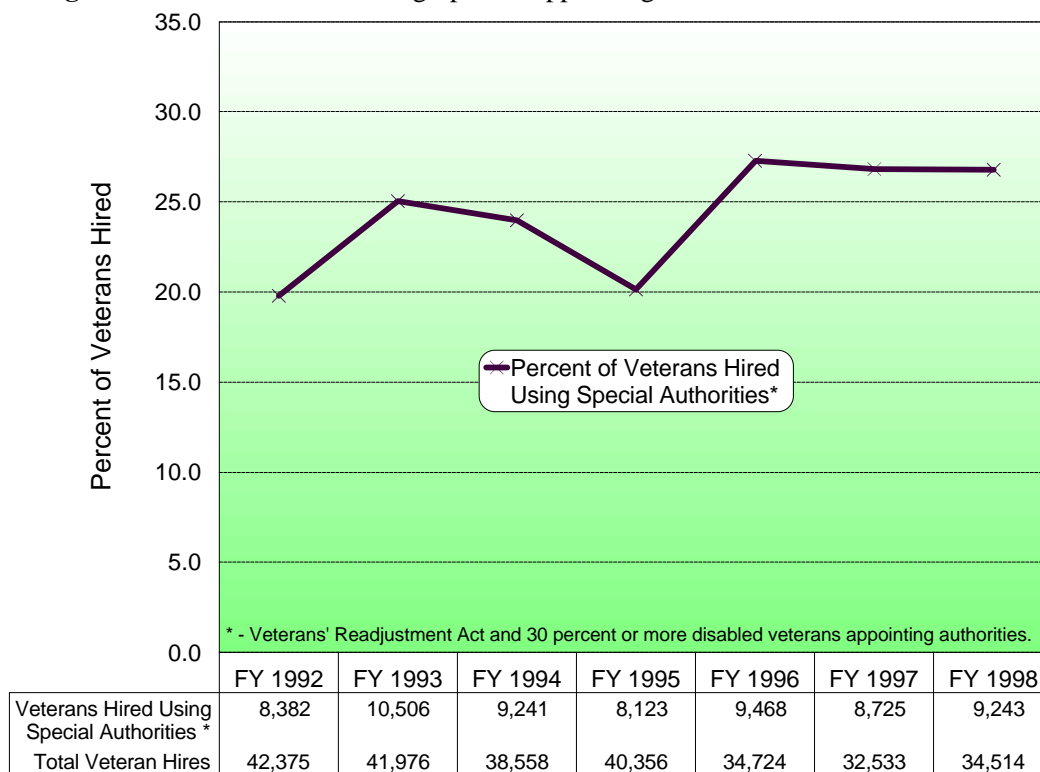
Use of Special Hiring Authorities for Disabled Veterans in Federal Workforce

In addition to regulations governing veterans' preference in hiring and reductions in force, agencies 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 1998 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 27 percent of all veteran new hires (approximately one out of four veteran hires). The actual number of veterans hired under these appointing authorities increased to 9,243 during FY 1998 compared to 8,725 in the previous year. (Figure 26)

Figure 26: Veterans Hired Using Special Appointing Authorities FY 1992 - FY 1998



Source: U.S. OPM's Central Personnel Data File.

- ▶ 11,839 Veterans Readjustment Appointments (VRA) were made during FY 1998, an increase of 780 (7.1 percent) from 11,059 in FY 1997. These appointments included 8,667 new hires, which represents 4.1 percent of all FY 1998 Federal new hires.
- ▶ Major users of the VRA appointing authority included the Departments of Veterans Affairs, Defense, and Justice. The Social Security Agency (112 appointments), the General Services Administration (96), and the Smithsonian Institution (45) reported the greatest use of the authority among independent agencies (with 500 or more employees) during FY 1998. (Figure 27)

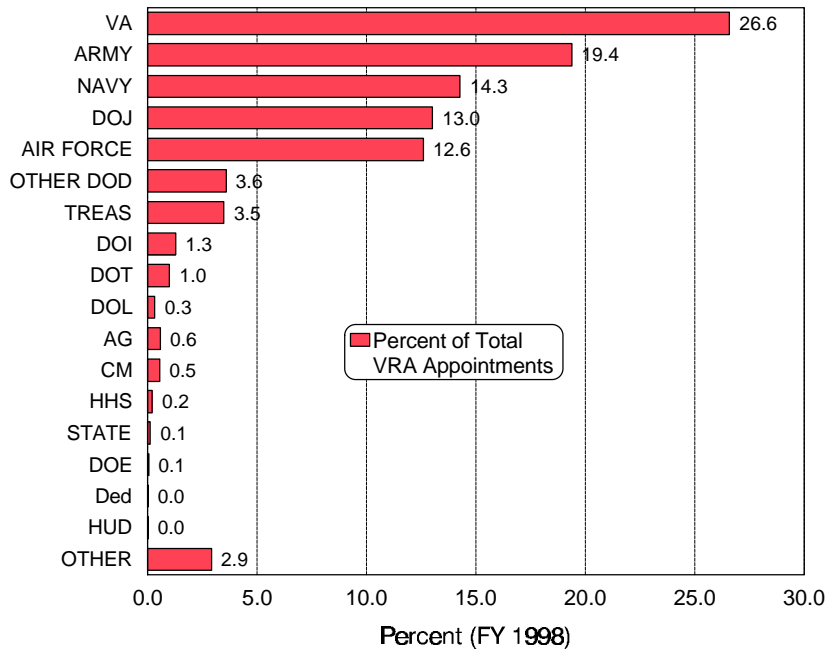


Figure 27: Distribution of FY 1997 VRA Appointments (Executive Departments and Other Agencies)

- ▶ 576 of total new hires for FY 1998 were 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 Departments of Defense and Veteran Affairs was very limited. (Figure 28)

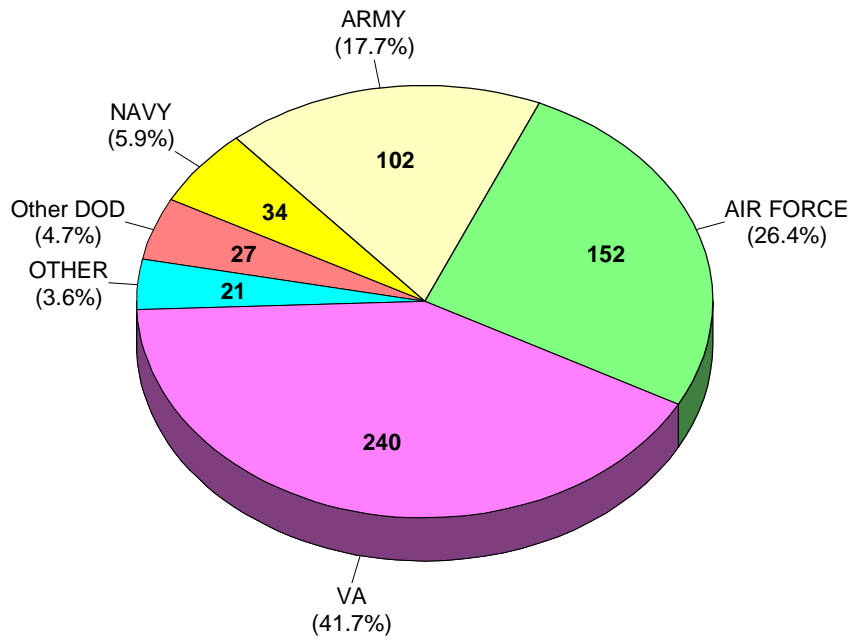


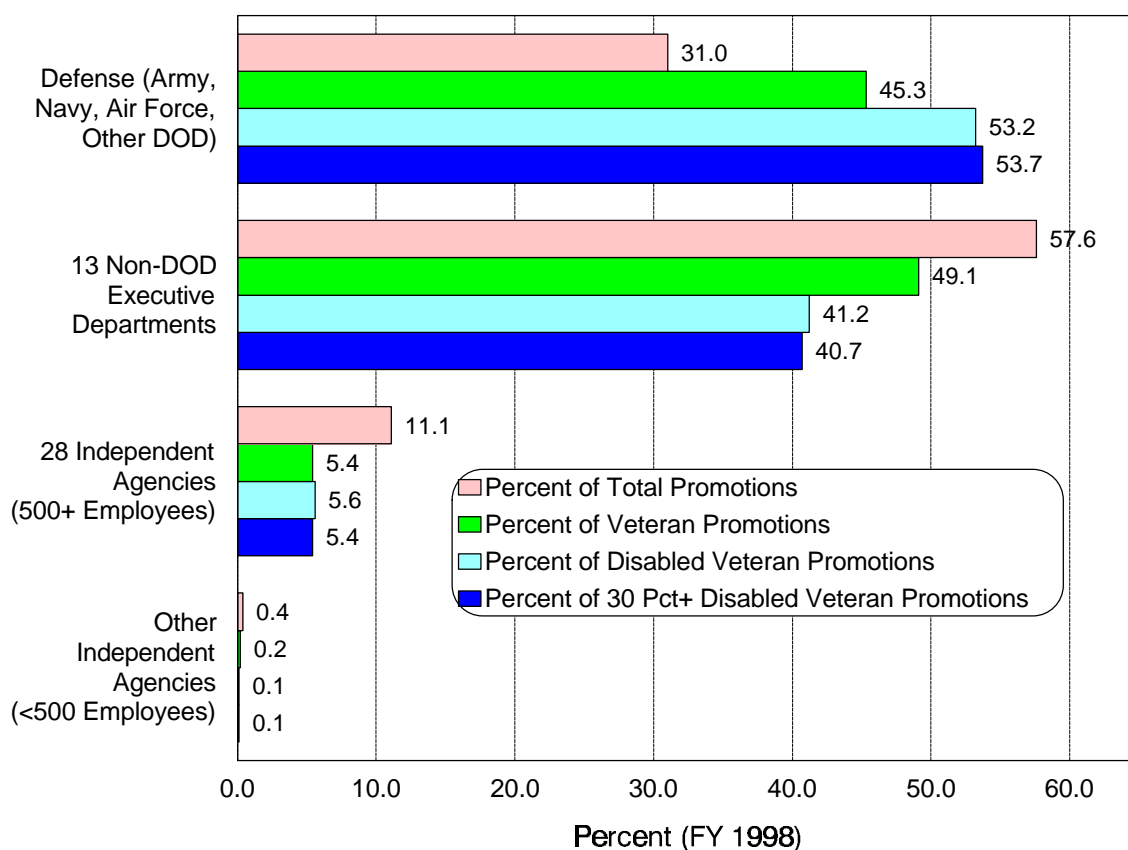
Figure 28: Veterans Hired Under Special 30 Percent or More Disabled Veterans Appointing Authority (FY 1998)

PROMOTIONS OF VETERANS IN THE FEDERAL WORKFORCE

The number of promotions in the Federal workforce increased 7,358 (3.0 percent) from 243,193 in FY 1997 to 250,551 in FY 1998.⁴ Further review of promotion data for FY 1998 reveals the following points:

- ▶ Federal Executive Departments accounted for almost 89 percent of all promotion activity. In particular, the Departments of Defense (77,605), the Treasury (33,461), and Veterans Affairs (27,978) accounted for approximately 55 percent of all FY 1998 promotions. (Figure 29)

Figure 29: Distribution of Total Federal Promotions (including Veterans) in FY 1998



- ▶ Veterans represented 22.2 percent (55,682) of all Federal promotions. The Departments of Defense and Veterans Affairs recorded 59.3 percent (33,016) of these veteran promotions.

⁴ 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.

- ▶ Executive Departments and independent agencies with a significant percentage of veteran promotions included the following: Departments of Defense, Transportation, and Veterans Affairs; Armed Forces Retirement Home, Panama Canal Commission and the General Services Administration. All told, 20 Executive Departments and independent agencies (with 500 or more employees) reported an increase in the percentage of promotions for veterans during FY 1998 compared to FY 1997. (Figures 30 and 31)

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

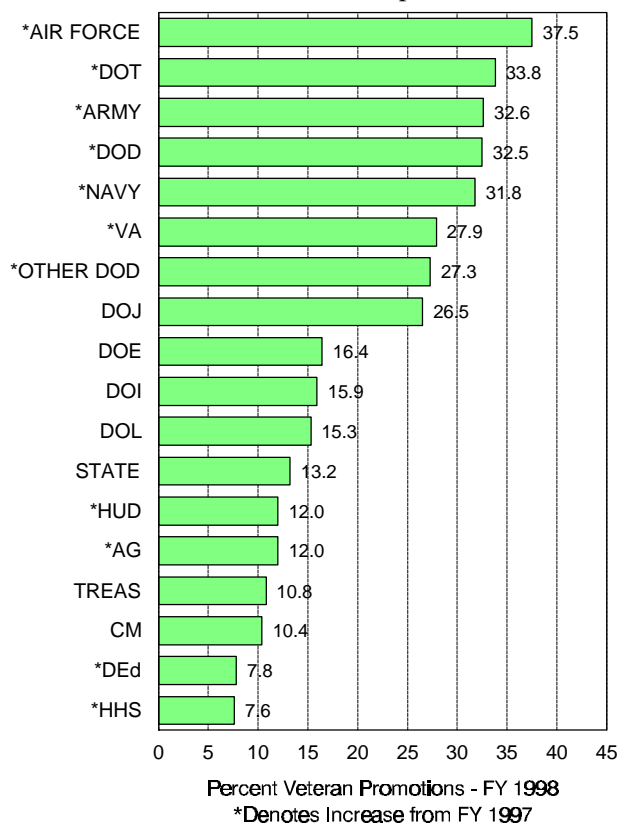
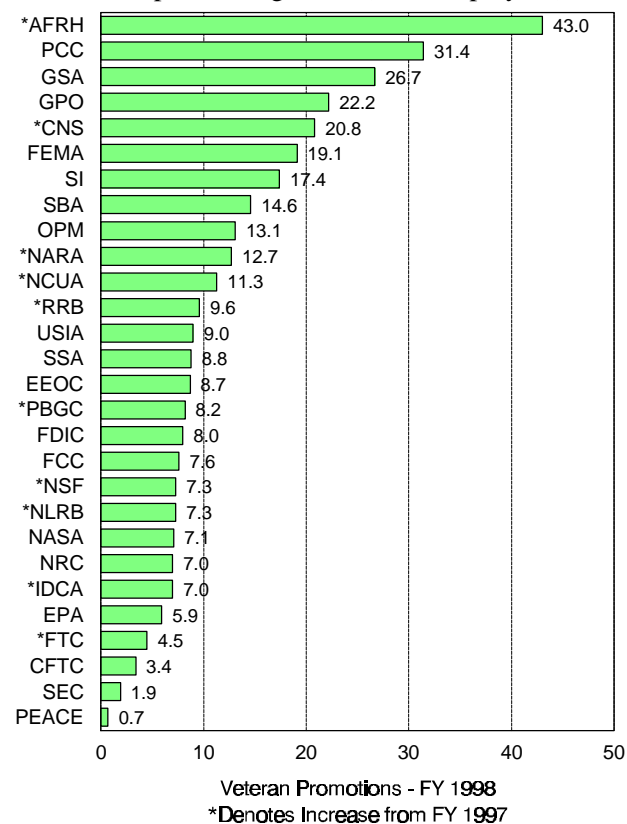


Figure 31: Percentage of Promotions for Veterans in Independent Agencies (500+Employees)

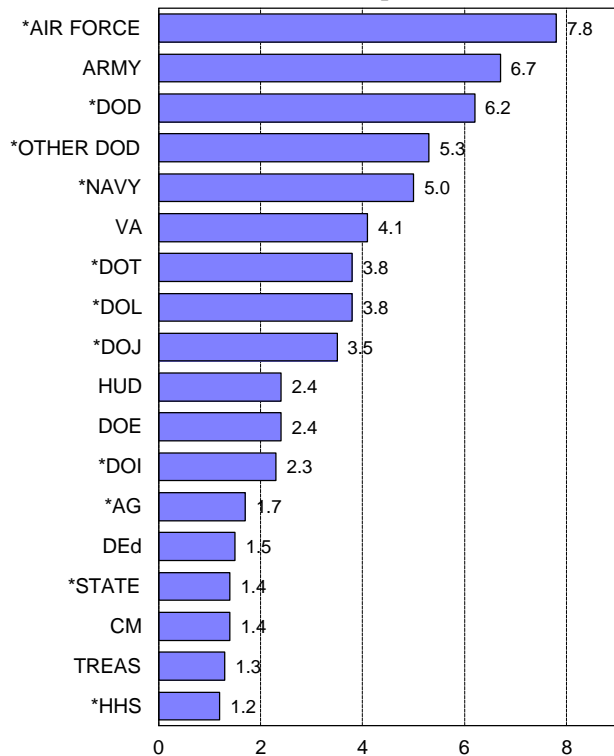


Promotions of Disabled Veterans in Federal Workforce

- ▶ The percentage of Federal promotions for disabled veterans declined to 3.6 percent (9,004) of all promotions during FY 1998 from 4.0 percent (9,734) of all promotions in FY 1997.
- ▶ The Departments of Defense and Veterans Affairs recorded 66 percent (5,936) of all disabled veteran promotions (as compared to 42 percent of all FY 1998 promotions).
- ▶ Executive Departments and independent agencies (with 500 or more employees) with a significant percentage of disabled veteran promotions during FY 1998 included the Departments of Defense and Veterans Affairs; the Armed Forces Retirement Home, the

General Services Administration, and the Government Printing Office (part of the Legislative branch). (Figures 32 and 33)

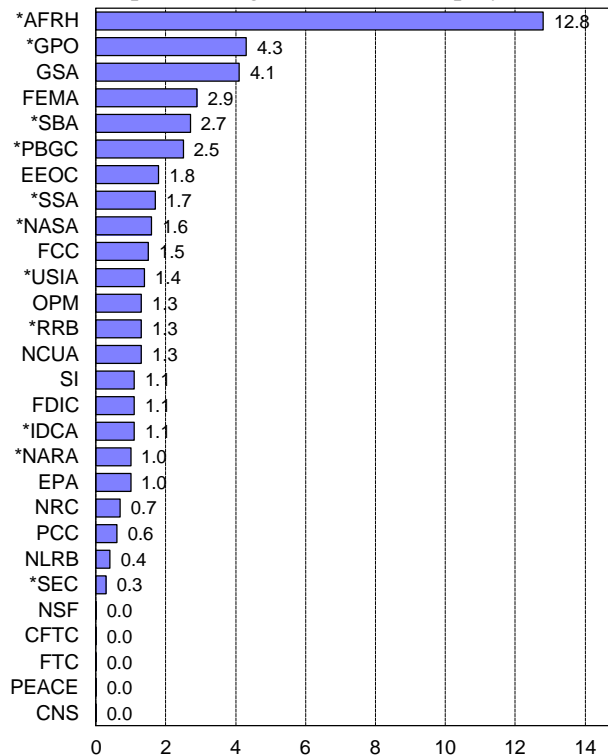
Figure 32: Percentage of Promotions for Disabled Veterans in Federal Executive Departments



Disabled Veteran Promotions - FY 1998

*Denotes Increase from FY 1997

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



Disabled Veteran Promotions - FY 1998

*Denotes Increase from FY 1997

Promotions of 30 Percent or More Disabled Veterans in Federal Workforce

The promotions of 30 percent or more disabled veterans in FY 1998 declined to 3,353 or 1.3 percent of all Federal promotions compared to 3,615 (1.5 percent) during FY 1997. Other FY 1998 highlights include:

- ▶ The Departments of Defense and Veterans Affairs recorded 69 percent (2,328) of all promotions for 30 percent or more disabled veterans.
- ▶ In addition to the above Executive Departments, independent agencies with a significant percentage of 30 percent or more disabled veteran promotions during FY 1998 included the Government Printing Office, the Armed Forces Retirement Home, and the General Services Administration. Twenty-two Executive Departments and independent agencies (with 500 or more employees) reported an increase in the percentage of promotions for this veterans group

compared to FY 1997. (Figures 34 and 35)

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

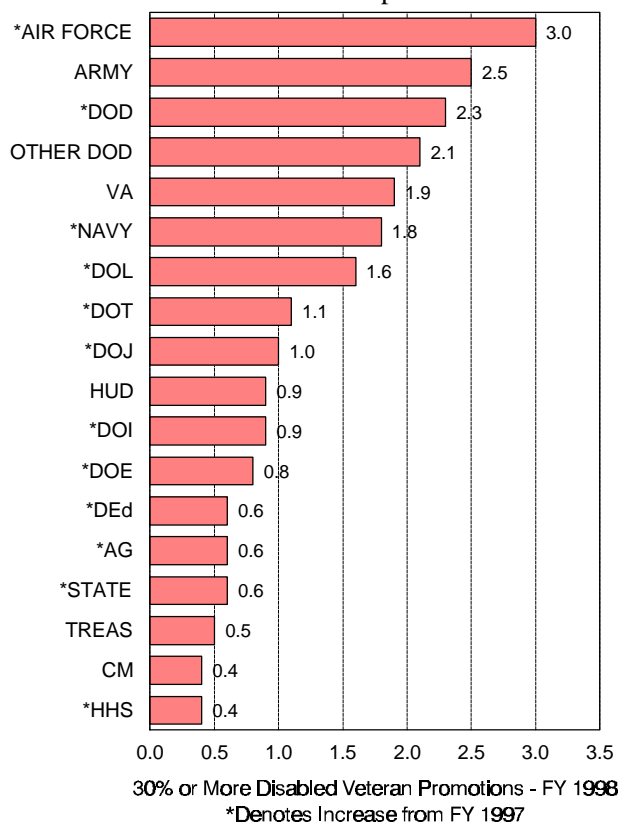
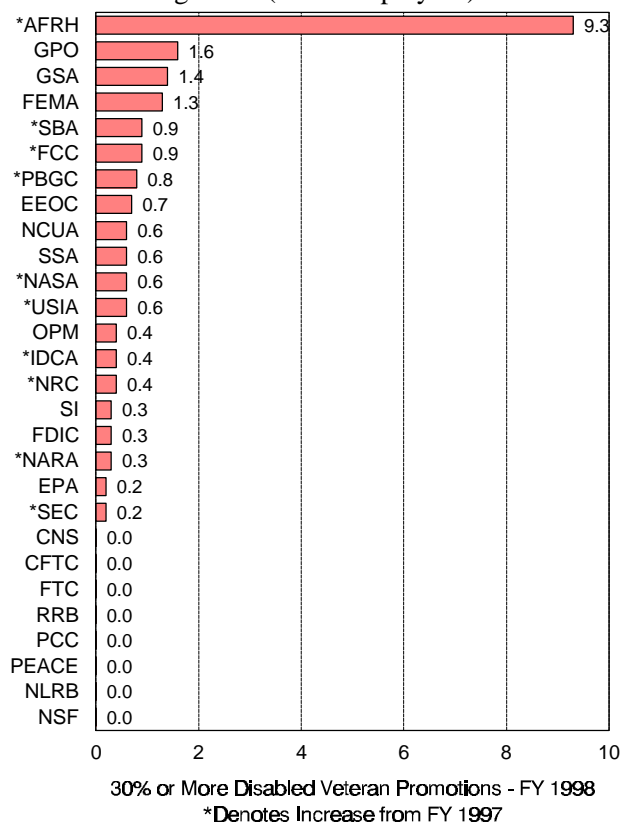


Figure 35: Percentage of Promotions for 30 Percent or More Disabled Veterans in Independent Agencies (500+ Employees)

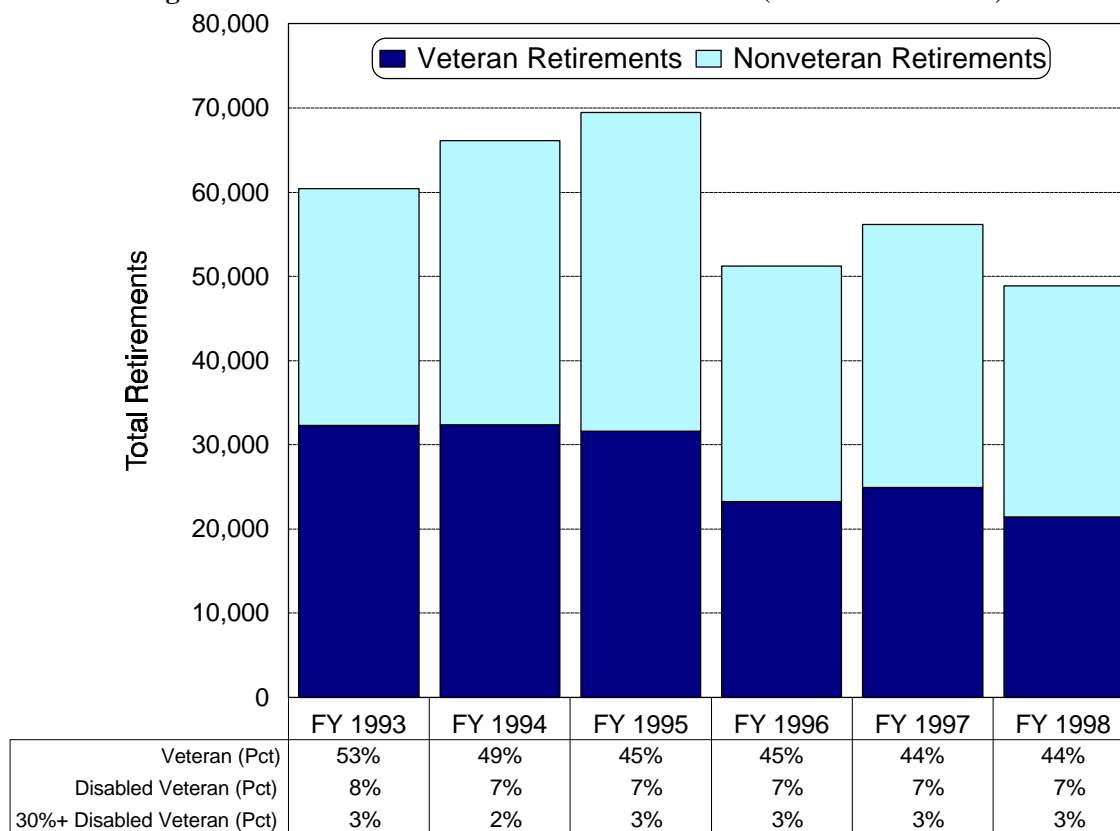


RETIREMENTS OF VETERANS IN THE FEDERAL WORKFORCE

The American veteran population declined from 25.6 in 1997 to 25.2 million in 1998. 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 percent of the overall veteran population. For 1998, half of all living veterans were older than 57.0 years of age (the median age). Male veterans (95.1 percent of all veterans) had a median age of 57.0 years compared to female veterans, who had a median age of 44.6 years. As a result of the aging veteran population, a smaller proportion of veterans continue to work in both the Nation's overall civilian labor force (CLF) and in the Federal Government.⁵

In the permanent full-time Federal workforce (as of September 1998), veterans averaged 49.6 years of age compared to 45.6 years for all Federal employees. Many veterans are now eligible for retirement. In fact, veterans represented 47 percent (165,916) of all retirements from Federal service during the last 6 years. (Figure 36)

Figure 36: Veteran Retirements from Federal Service (FY 1993 - FY 1998)



Source: U.S. OPM's Central Personnel Data File (-AFNG & ARNG)

⁵ U.S. Department of Veterans Affairs, *Annual Report of the Secretary of Veterans Affairs - Fiscal Year 1998* (Washington, DC), p. 1-2.

AGENCY HIGHLIGHTS

Examples of significant FY 1998 agency strategies and accomplishments in support of recruiting, hiring, and advancing veterans (including disabled veterans) are as follows:

Agriculture, Department of

The Department of Agriculture's (USDA) Secretary's Advisory Committee for Employees with Disabilities (SACED) was established by Secretary Glickman in August 1997. This committee, which includes two disabled veterans as members, continues to increase senior management awareness and commitment to disabled veteran issues. One of the Committee's disabled veterans also serves as the USDA liaison on the President's Committee on Employment of People with Disabilities, Subcommittee on Disabled Veterans (SODV). All SACED initiatives include disabled veterans concerns and issues.

In addition, a Disability Employment Program Manager (DEPM) handbook is provided to all newly appointed USDA DEPM/DVAAP Managers to provide them with the needed technical assistance guides and resources to effectively promote their disabled veterans programs. The handbook contains governmentwide and USDA disabled veterans employment statistics, employment resources and reasonable accommodation requirements, and other veteran-specific Federal employment information.

Finally, eight civil rights training modules are under development for which all USDA employees must participate. A segment will be incorporated in the training module to educate all employees on USDA affirmative action obligations for disabled veterans and the use of special hiring authorities.

Army, Department of the

While the Army continues to downsize and hiring opportunities are limited by the DOD Priority Placement Program and spousal preference, the representation of veterans (including disabled veterans) in the workforce actually increased from 1997 to 1998. The same is evident with 30 percent or more disabled veterans, whose representation increased to 3.3 percent in 1998 compared to 3.2 in the previous year.

As a result of ongoing reorganization and restructuring, Regional Civilian Personnel Operating Centers (CPOC) are responsible for developing and updating a five-year Disabled Veterans Plan. This responsibility includes preparation of Installation Plans and statistical reports as well as consolidation of field activity data into plans governing the applicable Major Command (MACOM). The MACOM plans and accomplishments reports are forwarded to MACOM staffs and Army Headquarters. The Plans are also transmitted by the CPOC to the Civilian Personnel Advisory Center (CPAC) which is responsible for distribution to and advising managers regarding

content. The Plan is available to all Army through the Army Equal Employment Opportunity Agency (EEOA) web page at: <http://oasamra5.army.pentagon.mil/eeoa/index.htm>.

Commerce, Department of

Driven in part by the upcoming Decennial Census (year 2000), the overall workforce of the Department of Commerce increased from 34,822 employees in September 1997 to 38,933 in September 1998. Commerce reported several internal and external recruiting strategies used by subordinate offices and bureaus to promote the employment and advancement of disabled veterans including the following:

- Personnel Policies and Practices Training for managers included information about priority hiring authorities for disabled veterans. Managers were encouraged to expand areas of consideration to include sources and improve opportunities for disabled veterans.
- Commerce (e.g., the Patent and Trademark Office - PTO) placed recruitment ads in the *Veterans Employment Journal*, the *Ellipse*, and other publications devoted to veterans.
- Office and bureau communicated with local and national veterans' organizations and with counselors in those organizations to increase awareness of employment opportunities. This included advertising jobs on the web and providing announcements to veterans' organizations such as the Paralyzed Veterans of America and the Black Veterans' Association.
- The PTO maintained strong and open lines of communication with the Department of Veterans Affairs' regional job placement office and local Virginia job rehabilitation offices. Several referrals were provided with application processing assistance.
- Equal Employment Opportunity (EEO) staff attended national conferences, including the President's Committee on the Employment of People with Disabilities and the American G.I. Forum, to establish contacts.
- The Office of the Secretary issued administrative bulletins to provide information about veterans' preference for service during the Gulf War and service in Bosnia.
- Maintained contacts with disabled veterans servicing and job placement programs in Virginia and Maryland.

Despite these and other reported efforts, The representation of veterans (including disabled veterans) in the Department of Commerce workforce declined from 15.8 percent in 1997 to 14.3 percent in 1998. This can be partially attributed to increased hiring activity (from 4,457 new hires during FY 1997 to 9,633 new hires during FY 1998) without a similar increase in veteran hiring. For instance, the hiring representation of veterans in the Department of Commerce declined from

8.7 percent of all hires during FY 1997 to 7.4 percent of all hires during FY 1998.

Defense Contract Audit Agency

The Defense Contract Audit Agency (DCAA) continues its downsizing efforts. The workforce declined by 404 employees (9 percent) from 4,510 in FY 1997 to 4,106 in FY 1998.

Approximately 85 percent of the workforce are specialized contract auditors, which affects the composition of the qualified applicant pool, including disabled veterans. However, the agency remains committed to the advancement of disabled veterans and the DVAAP. For instance, in addition to the DCAA-wide DVAAP Plan, each operating personnel office develops a supplemental DVAAP annually. The representation of disabled veterans in DCAA's workforce has remained relatively unchanged at 3.3 percent during the past three years of downsizing.

Defense Information Systems Agency

Beginning in 1994, the Defense Information Systems Agency (DISA) became the focal point for the directed consolidation of several information technology functions from other Department of Defense components in order to reduce labor costs and improve performance. Since July 1994 to the present, DISA has successfully downsized personnel end strength by 22.8 percent with few involuntary separations. Despite continued downsizing, 26.3 percent (1,661) of DISA's civilian employees are disabled veterans. During FY 1998, DISA had 608 separations of which 111 (18.3 percent) were disabled veterans. In contrast, there were 408 accessions (new hires and transfers in), of which 47 (11.5 percent) were disabled veterans. DISA has a Persons with Disability Council that works with the DISA Ombudsman (a disabled veteran) to improve policies and programs affecting the recruitment, employment, and advancement of people with disabilities, including disabled veterans. For example, DISA plans to analyze the educational needs of veterans in conjunction with the effectiveness of its recruitment tools.

Defense Logistics Agency

All field offices of the Defense Logistics Agency are required to submit a copy of their annual DVAAP plan and accomplishments to headquarters (HQ). The field accomplishment reports include actions taken to recruit, place, and improve internal advancement of disabled veterans, as well as statistical reports and narrative to track progress made and problems encountered. Each activity's DVAAP program is evaluated as a regular part of the HQ's onsite personnel management evaluation of that activity.

Defense Security Service

The Defense Security Service's (DSS) workforce declined from 2,522 employees in 1997 to 2,511 in 1998. However, the actual number of disabled veterans employed increased to 185 in

1998 from 173 in the prior year. In addition to ongoing internal restructuring, the Human Resource Service Center, an organization within the Department of Defense, became the personnel servicing activity for DSS during FY 1998. The agency had minimal hiring (129 new employees), of which 22.3 percent (29) of were veterans, during FY 1998.

Federal Deposit Insurance Corporation

Federal Deposit Insurance Corporation's (FDIC) DVAAP is reviewed, updated, and distributed annually to all Division and Office Directors, EEOAC Chairpersons and Field EEO Specialists. The FDIC has in place nine Equal Employment Opportunity Advisory Committees (EEOACs) encompassing field and headquarter employees. The chairperson of each EEOAC constitutes the EEO Executive Advisory Committee that reports directly to the Chairman of the FDIC. Thus, issues affecting DVAAP goals are communicated throughout the organization.

While FDIC's workforce declined from 8,127 employees in 1997 to 7,505 in 1998, the number and representation of disabled veterans increased to 111 (1.5 percent) in 1998 compared to 106 (1.3 percent) in the prior year. Downsizing restricted recruitment to Bank Examiners and Auditors, occupations subject to constant attrition.

Interior, Department of the

The Department of the Interior's DVAAP Plan is treated as part of the department's Strategic Plan for Improving Workforce Diversity. This makes DVAAP part of each bureau's Diversity Implementation Plan. Bureaus are held accountable for the accomplishment of their Plan in the quarterly diversity reviews, as well as in monthly Interior Management Committee (IMC) reviews, conducted by the Assistant Secretary for Policy, Management and Budget. These procedures help increase the awareness and accountability of Interior managers for implementing the DVAAP within their organizations.

Justice, Department of

The Bureau of Prisons, a bureau within the Department of Justice (DOJ), conducted constituency group meetings on a quarterly basis to address concerns and issues relative to the employment of disabled veterans. This group of disabled veterans provided recommendations and suggested strategies for solutions to problems affecting the employment of disabled veterans.

At the Immigration and Naturalization Service (INS), another DOJ component, the employment representation of veterans (including disabled veterans) reached 25.8 percent in 1998, a 14 percent increase from the prior year. During FY 1998, veterans represented one quarter (1,035 employees) of all 4,143 new hires. Many INS veteran employees are hired under excepted appointments (e.g, VRA) for later conversion to career status.

Every DOJ bureau that employs law enforcement personnel has found it particularly helpful to attend military Transition Job Fairs and have expanded contacts with military separation centers. DOJ recruitment at these job fairs includes information on support positions as well.

As a result of the above and similar efforts to recruit, employ, and advance qualified veterans, the representation and number of veterans in DOJ's workforce increased from 22.2 percent (25,967) in FY 1997 to 22.4 percent (27,476) in FY 1998. The representation of disabled veterans at Justice also increased to 2.6 percent (3,217) in 1998 from 2.5 percent (2,925) in the prior year.

Labor, Department of

On April 1998, the Department of Labor's Director of the Human Resources Center issued a memorandum to all personnel officers and EEO managers on recruitment sources for disabled veterans. The memorandum discussed the availability of the Veterans Employment and Training Services (VETS) to help Labor locate qualified disabled veteran applicants, as well as additional resources such as OPM's VetGuide, the interagency Transition Assistance Program (TAP), and Veteran Service Organizations (VSOs). Use of these programs and related efforts helped the representation and number of disabled veteran employees at Labor to increase from 4.1 percent (647) in 1997 to 4.2 percent (662) in 1998.

National Credit Union Administration

The National Credit Union Administration's (NCUA) workforce declined from 922 employees in 1997 to 884 in 1998. However, the representation of veterans (including disabled veterans) increased slightly from 21.5 percent to 22.3 percent in the same period. Approximately 3 out of 4 employees at the NCUA serve in Federal Credit Union Examiner positions. This work requires extensive travel and the ability to work independently as the Examiners work out of their homes to visit and examine credit unions in their assigned district. The occupational requirements affect the pool of eligible veterans who can meet basic qualifications.

Railroad Retirement Board

Due to ongoing downsizing and limited hiring, the Railroad Retirement Board (RRB) set no numerical disabled veteran hiring goals for FY 1997, but continued to keep a proportional goal of 5 percent of hires. This was met since 1 of only 19 hires during FY 1998 was a disabled veteran (as in FY 1997). Overall employment declined from 1,326 in 1997 to 1,285 in 1998 while the representation of veterans also declined from 12.1 to 11.8 percent of the workforce for the same period.

Social Security Administration

The Social Security Administration (SSA) worked to include disabled veterans in every hiring

effort during FY 1998. While the overall SSA workforce declined from 67,328 employees in 1997 to 65,629 in 1998, both the number and representation of disabled veterans employees increased from 962 (1.4 percent) to 981 (1.5 percent) during the same period. To recruit disabled veterans, SSA has established and maintained recruitment relationships with State Vocational Rehabilitation centers and the Department of Veterans Affairs. Moreover, the number and percentage of promotions awarded to disabled veterans increased from 176 (1.6 percent) to 190 (1.7 percent).

State, Department of

The Department of State made various targeted recruitment efforts to improve its hiring of veterans during FY 1998. These efforts included:

- participating in six Non-Commissioned Officers Association (NCOA) job fairs around the country;
- providing multimedia recruitment materials to military outplacement centers; and
- advertising in the Army/Navy Times Worldwide Group for Department of State careers.

As a result, the number and representation of veteran new hires increased to 182 (8.3 percent of all new hires) during FY 1998 compared to 141 (8.0 percent) during FY 1997.

Tennessee Valley Authority

The Tennessee Valley Authority (TVA) continued to downsize during FY 1998. Employment at TVA declined from 16,022 in 1996, to 14,510 in 1997, to 13,818 in 1998; a reduction of 13.8 percent (2,204) in two years. Despite ongoing personnel reductions, the TVA maintains an active DVAAP program. For instance, the representation of veterans has remained constant at approximately one third of the workforce (32.5 percent) throughout the past three years. Employment of disabled veterans declined slightly from 331 (2.3 percent) in 1997 to 304 (2.2 percent) in 1998.

Transportation, Department of

The Department of Transportation (DOT) continued to promote employment opportunities for veterans. During FY 1998, DOT components pursued several avenues to help implement the goals of DVAAP. For example, the DVAAP coordinator at the Aeronautical Center of the Federal Aviation Administration (FAA) worked closely with the Veteran Employment Representatives at the State Employment Office and counselors at the Department of Veterans Affairs Medical Centers regarding the hiring of disabled veterans. The FAA installation reported

a total of 16 disabled veterans hired, 42 promoted, and 117 trained.

In another case, DOT's Office of Inspector General (OIG) focused on external recruitment sources and expanded its outreach to applicants with qualitative and quantitative analytical skills to individuals who may not have possessed the requisite academic requirements (24 semester hours) to qualify for certain positions in OIG. These initiatives helped broaden OIG's outreach efforts to targeted groups, including disabled veterans.

Finally, the Federal Highway Administration (FHWA) continued to use direct-hire and special appointing authorities, and has an active on-the-job training (OJT) program with the Department of Veterans Affairs, Division of Vocational Rehabilitation to provide 30 percent or more disabled veterans valuable unpaid work experience.

The success of these and related DVAAP efforts are reflected in the fact that, the 1998 Department of Transportation representation of all veteran populations (veterans, disabled veterans, and 30 percent or more disabled veterans) increased in all 3 major demographic indicators; employment, hiring, and promotions compared to the prior year 1997.⁶

⁶ See prior sections on employment, hiring, and promotions for relevant statistical tables.

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY	ABBREVIATION
Agriculture, Department of	AG
Air Force, Department of the	AIR FORCE
American Battle Monuments Commission	ABMC
Arms Control and Disarmament Agency	ACDA
Army, Department of the	ARMY
Central Intelligence Agency	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 (formerly ACTION)	CNS
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 (formerly Defense Investigative Service)	DSS
Defense Threat Reduction Agency (formerly Defense Special Weapons Agency)	DTRA
DOD, TRICARE (formerly CHAMPUS: Office of Civilian Health and Medical Programs for the Uniformed Services)	TRICARE
DOD, Office of Dependent Schools	ODS
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

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY	ABBREVIATION
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	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
Interior, Department of the	DOI
International Development Cooperation Agency (includes Agency for International Development - AID)	IDCA
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

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY	ABBREVIATION
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	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
Panama Canal Commission	PCC
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

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM	
AGENCY	ABBREVIATION
Smithsonian Institution	SI
Social Security Administration	SSA
State, Department of	STATE
Tennessee Valley Authority	TVA
Transportation, Department of	DOT
Treasury, Department of the	TREAS
United States Information Agency	USIA
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.

Disabled Veterans (30% 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, 316.402 (b)(5)**).

Executive Branch. It covers all agencies except the U.S. Postal Service, 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 with 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 General Schedule 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 less than the number of hours and/or days required by administrative work week for their employment group or class.

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 (SES), 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, 316.402 (b)(5). 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 (U.S.C. 3112).

Title 29 of the U.S. 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.