

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Employment of Veterans in the Federal Executive Branch Fiscal Year 2013

FEDSHIREVETS
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November 2014

a New Day for Federal Service



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

**Employment of Veterans in the Federal Executive Branch
Fiscal Year 2013**

Message from the Director of the U.S. Office of Personnel Management

On November 9, 2009, President Barack Obama signed Executive Order 13518, *Employment of Veterans in the Federal Government*, establishing the Veterans Employment Initiative. The Initiative outlines the most comprehensive approach to improving employment opportunities for veterans ever undertaken by the Executive Branch. It seizes on three central themes: 1) honor our sacred obligation to our Nation's veterans; 2) utilize the talents of veterans to help the government meet today's dynamic challenges; and 3) create a program worthy of being emulated by the private sector.

In Fiscal Year (FY) 2013, we saw the highest percentage of veterans hired by the Federal government since the mid-1970s. Even though the Federal government hired approximately 32,000 fewer total new hires in FY 2013, the percentage of veteran new hires increased to 31 percent. The government hired approximately 162,000 new employees in FY 2013 as compared to approximately 195,000 new employees in FY 2012 -- a reduction of more than 32,000 total hires. Of those 162,000 FY 2013 hires, approximately 50,000 were veterans, equaling 31 percent of total hires. This was a 7.0 percentage point increase over the FY 2009 baseline of 24.0 percent and approximately 2.1 percentage points higher than the 28.9 percent realized in FY 2012.

In FY 2013, the number of veterans onboard was approximately 607,000 of the 2,015,000 total employees and veterans represented 30.1 percent of the workforce. In FY 2009, approximately 512,000 out of the 1,983,000 employees, or 25.8 percent of the workforce were veterans. This is an approximate 5 percentage point increase in four years!

Since the inception of the Veterans Employment Initiative, the Federal government has seen a steady increase in the percentage of veterans hired. This could not have been done without the effective leadership of the Council on Veterans Employment. As the Federal government, we must not only do all we can do help employ veterans when they return home, we must also serve as a model employer that acknowledges their talents, wisdom and energy. The Council is committed to innovative veteran recruitment and retention strategies. I am excited and honored to be taking on the role of Vice-Chair of this important council and I am confident that, together, we will all do the work needed to achieve our objectives.

A handwritten signature in blue ink that reads "Katherine Archuleta".

Katherine Archuleta
Director

INTRODUCTION

The EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH document is produced annually by the U.S. Office of Personnel Management (OPM) to provide useful data on the employment of veterans within the Federal Executive Branch. This document covers those organizations identified in Executive Order 13518, which account for approximately 97.8 percent of all Federal employees and 99.1 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and document abbreviations.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2013.

The primary elements used to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authorities Codes. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3309 and 3313. Veterans' status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military force and was released or discharged under honorable conditions).

Creditable Military Service is military service that is creditable for annual leave accrual purposes. The Annuitant Code identifies employees who are retired from the military and Legal Authority Codes identify employees who were hired under special hiring authorities such as VRA, VEOA, or 30% or more appointments.

Starting with Fiscal Year 2010 reporting, we added several new tables to capture individuals hired under other special appointing authorities. For example, veterans hired as students (Table 6) and spouses, mothers, widows, and widowers (Table 10) entitled to claim preference as defined in section 2108 of title 5, U.S.C., (Derived Preference) are documented. Military spouses hired under the Noncompetitive Appointment of Certain Military Spouses authority are also included (Table 11).

Table of Contents

	Table of Contents	1
Table 1	Total On-Board Employees	2
Table 1A	All Veterans	3
Table 1B	Veterans with Preference	4
Table 1C	Disabled Veterans	5
Table 1D	30% or More Disabled Veterans	6
Table 2	Total Non-Seasonal Full Time Permanent Employment On-Board Employees	7
Table 2A	All Veterans	8
Table 2B	Veterans with Preference	9
Table 2C	Disabled Veterans	10
Table 2D	30% or More Disabled Veterans	11
Table 3	Total New Hires - Veteran New Hires	12
Table 3A	All Veterans	13
Table 3B	Veterans with Preference	14
Table 3C	Disabled Veterans	15
Table 3D	30% or More Disabled Veterans	16
Table 4	Total New Hires -Veteran New Hires, Non-Seasonal Full-Time Permanent	17
Table 4A	All Veterans	18
Table 4B	Veterans with Preference	19
Table 4C	Disabled Veterans	20
Table 4D	30% or More Disabled Veterans	21
Table 5	Veteran New Hires by Veteran Appointing Authorities	22
Table 6	Total Veteran New Hires Under Other Appointing Authorities	23
Table 7	Disabled Veteran New Hires under Veteran and Other Appointing Authorities	24
Table 8	Employment Distribution by Pay Plan/Grade Grouping	25
Table 9	Employment Distribution by Occupational Category	26
Table 10	Total New Hires with Derived Preference	27
Table 11	Noncompetitive Appointment of Certain Military Spouses	28
Appendix 1	Organizations Included	29
Appendix 2	Organizations Excluded	34
Appendix 3	List of Abbreviations	35

Table 1
Total On-Board Employees

Category	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total Employees	1,983,358	2,061,435	2,079,258	2,058,670	2,015,225
Total Veterans	512,240	542,641	567,314	611,784	607,145
% of All Employees	25.8%	26.3%	27.3%	29.7%	30.1%
Veterans with Preference	457,617	484,806	502,887	511,749	510,991
% of All Employees	23.1%	23.5%	24.2%	24.9%	25.4%
% of All Veterans	89.3%	89.3%	88.6%	83.6%	84.2%
Disabled Veterans	128,170	145,062	159,082	200,938	213,265
% of All Employees	6.5%	7.0%	7.7%	9.8%	10.6%
% of All Veterans	25.0%	26.7%	28.0%	32.8%	35.1%
30% + Disabled Veterans	75,743	88,778	100,386	111,303	121,200
% of All Employees	3.8%	4.3%	4.8%	5.4%	6.0%
% of All Veterans	14.8%	16.4%	17.7%	18.2%	20.0%

Count of all employees in pay status taken at the last pay period or last day of September.

Table 1A
Total On-Board Employees — All Veterans

	FY 2012			FY 2013		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,058,670	611,784	29.7%	2,015,225	607,145	30.1%
Executive Order Agencies						
Agriculture	101,304	11,365	11.2%	97,231	11,366	11.7%
Commerce	45,136	5,250	11.6%	46,257	5,435	11.7%
Defense	710,248	325,180	45.8%	682,238	317,251	46.5%
Air Force	148,934	83,685	56.2%	145,080	82,360	56.8%
Army	249,802	120,127	48.1%	233,330	114,764	49.2%
Navy	199,668	83,760	41.9%	194,301	82,371	42.4%
Defense Activities	111,844	37,608	33.6%	109,527	37,756	34.5%
Education	4,366	422	9.7%	4,232	440	10.4%
Energy	15,882	3,378	21.3%	15,447	3,414	22.1%
HHS	86,425	5,698	6.6%	86,463	6,003	6.9%
Homeland Security	198,100	54,225	27.4%	193,867	53,692	27.7%
HUD	9,260	1,323	14.3%	8,747	1,240	14.2%
Interior	77,053	12,218	15.9%	71,766	11,701	16.3%
Justice	116,065	27,598	23.8%	114,699	28,004	24.4%
Labor	16,793	3,319	19.8%	16,231	3,343	20.6%
State	12,824	2,414	18.8%	12,891	2,532	19.6%
Transportation	57,146	20,511	35.9%	55,263	19,774	35.8%
Treasury	104,818	11,874	11.3%	98,499	11,108	11.3%
Veterans Affairs	324,498	104,539	32.2%	337,683	109,525	32.4%
AID	3,974	354	8.9%	3,850	357	9.3%
EPA	18,061	1,480	8.2%	16,950	1,365	8.1%
GSA	12,394	2,685	21.7%	11,824	2,556	21.6%
NASA	18,145	2,084	11.5%	18,009	2,124	11.8%
NSF	1,468	112	7.6%	1,480	121	8.2%
OPM	5,805	1,340	23.1%	5,582	1,313	23.5%
NRC	3,906	821	21.0%	3,849	808	21.0%
SSA	65,113	7,494	11.5%	62,543	7,386	11.8%
SBA	4,914	758	15.4%	4,910	818	16.7%
Total Executive Order Agencies	2,013,698	606,442	30.1%	1,970,511	601,676	30.5%

Table 1B
Total On-Board Employees — Veterans with Preference

	FY 2012			FY 2013		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,058,670	511,749	24.9%	2,015,225	510,991	25.4%
Executive Order Agencies						
Agriculture	101,304	10,434	10.3%	97,231	10,448	10.7%
Commerce	45,136	4,462	9.9%	46,257	4,665	10.1%
Defense	710,248	279,216	39.3%	682,238	273,245	40.1%
Air Force	148,934	71,428	48.0%	145,080	70,253	48.4%
Army	249,802	103,271	41.3%	233,330	99,120	42.5%
Navy	199,668	73,307	36.7%	194,301	72,368	37.2%
Defense Activities	111,844	31,210	27.9%	109,527	31,504	28.8%
Education	4,366	349	8.0%	4,232	365	8.6%
Energy	15,882	2,800	17.6%	15,447	2,844	18.4%
HHS	86,425	5,424	6.3%	86,463	5,729	6.6%
Homeland Security	198,100	44,321	22.4%	193,867	44,297	22.8%
HUD	9,260	1,220	13.2%	8,747	1,144	13.1%
Interior	77,053	10,798	14.0%	71,766	10,336	14.4%
Justice	116,065	20,017	17.2%	114,699	20,999	18.3%
Labor	16,793	3,073	18.3%	16,231	3,107	19.1%
State	12,824	2,074	16.2%	12,891	2,188	17.0%
Transportation	57,146	15,118	26.5%	55,263	14,644	26.5%
Treasury	104,818	9,799	9.3%	98,499	9,106	9.2%
Veterans Affairs	324,498	83,582	25.8%	337,683	88,894	26.3%
AID	3,974	322	8.1%	3,850	331	8.6%
EPA	18,061	1,261	7.0%	16,950	1,153	6.8%
GSA	12,394	2,248	18.1%	11,824	2,142	18.1%
NASA	18,145	1,520	8.4%	18,009	1,567	8.7%
NSF	1,468	84	5.7%	1,480	91	6.1%
OPM	5,805	1,169	20.1%	5,582	1,145	20.5%
NRC	3,906	629	16.1%	3,849	630	16.4%
SSA	65,113	6,552	10.1%	62,543	6,468	10.3%
SBA	4,914	677	13.8%	4,910	729	14.8%
Total Executive Order Agencies	2,013,698	507,149	25.2%	1,970,511	506,267	25.7%

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2012			FY 2013		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,058,670	200,938	9.8%	2,015,225	213,265	10.6%
Executive Order Agencies						
Agriculture	101,304	3,456	3.4%	97,231	3,662	3.8%
Commerce	45,136	1,303	2.9%	46,257	1,466	3.2%
Defense	710,248	110,431	15.5%	682,238	115,300	16.9%
Air Force	148,934	25,585	17.2%	145,080	27,579	19.0%
Army	249,802	46,244	18.5%	233,330	46,242	19.8%
Navy	199,668	25,762	12.9%	194,301	27,752	14.3%
Defense Activities	111,844	12,840	11.5%	109,527	13,727	12.5%
Education	4,366	128	2.9%	4,232	146	3.4%
Energy	15,882	931	5.9%	15,447	1,025	6.6%
HHS	86,425	1,987	2.3%	86,463	2,193	2.5%
Homeland Security	198,100	12,748	6.4%	193,867	13,572	7.0%
HUD	9,260	535	5.8%	8,747	523	6.0%
Interior	77,053	3,851	5.0%	71,766	3,831	5.3%
Justice	116,065	5,043	4.3%	114,699	5,716	5.0%
Labor	16,793	1,454	8.7%	16,231	1,581	9.7%
State	12,824	766	6.0%	12,891	862	6.7%
Transportation	57,146	4,549	8.0%	55,263	4,651	8.4%
Treasury	104,818	3,799	3.6%	98,499	3,684	3.7%
Veterans Affairs	324,498	42,658	13.1%	337,683	47,453	14.1%
AID	3,974	112	2.8%	3,850	116	3.0%
EPA	18,061	425	2.4%	16,950	404	2.4%
GSA	12,394	832	6.7%	11,824	844	7.1%
NASA	18,145	483	2.7%	18,009	535	3.0%
NSF	1,468	40	2.7%	1,480	43	2.9%
OPM	5,805	521	9.0%	5,582	537	9.6%
NRC	3,906	143	3.7%	3,849	156	4.1%
SSA	65,113	2,878	4.4%	62,543	2,925	4.7%
SBA	4,914	230	4.7%	4,910	282	5.7%
Total Executive Order Agencies	2,013,698	199,303	9.9%	1,970,511	211,507	10.7%

Table 1D
Total On-Board Employees — 30% or More Disabled Veterans

	FY 2012			FY 2013		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,058,670	111,303	5.4%	2,015,225	121,200	6.0%
Executive Order Agencies						
Agriculture	101,304	1,579	1.6%	97,231	1,768	1.8%
Commerce	45,136	511	1.1%	46,257	602	1.3%
Defense	710,248	66,956	9.4%	682,238	70,763	10.4%
Air Force	148,934	14,888	10.0%	145,080	15,213	10.5%
Army	249,802	29,380	11.8%	233,330	30,532	13.1%
Navy	199,668	15,188	7.6%	194,301	16,707	8.6%
Defense Activities	111,844	7,500	6.7%	109,527	8,311	7.6%
Education	4,366	56	1.3%	4,232	75	1.8%
Energy	15,882	436	2.7%	15,447	492	3.2%
HHS	86,425	954	1.1%	86,463	1,118	1.3%
Homeland Security	198,100	6,163	3.1%	193,867	7,017	3.6%
HUD	9,260	278	3.0%	8,747	285	3.3%
Interior	77,053	1,654	2.1%	71,766	1,761	2.5%
Justice	116,065	2,361	2.0%	114,699	2,884	2.5%
Labor	16,793	797	4.7%	16,231	948	5.8%
State	12,824	393	3.1%	12,891	461	3.6%
Transportation	57,146	1,819	3.2%	55,263	1,978	3.6%
Treasury	104,818	1,834	1.7%	98,499	1,882	1.9%
Veterans Affairs	324,498	21,829	6.7%	337,683	25,184	7.5%
AID	3,974	74	1.9%	3,850	78	2.0%
EPA	18,061	194	1.1%	16,950	193	1.1%
GSA	12,394	455	3.7%	11,824	485	4.1%
NASA	18,145	228	1.3%	18,009	269	1.5%
NSF	1,468	20	1.4%	1,480	24	1.6%
OPM	5,805	314	5.4%	5,582	332	5.9%
NRC	3,906	50	1.3%	3,849	62	1.6%
SSA	65,113	1,473	2.3%	62,543	1,524	2.4%
SBA	4,914	104	2.1%	4,910	141	2.9%
Total Executive Order Agencies	2,013,698	110,532	5.5%	1,970,511	120,326	6.1%

Table 2

Total Non-Seasonal Full Time Permanent Employment On-Board Employees

Category	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total Employees	1,713,276	1,786,749	1,812,417	1,805,831	1,786,558
Total Veterans	474,811	504,985	529,317	572,239	571,410
% of All Employees	27.7%	28.3%	29.2%	31.7%	32.0%
Veterans with Preference	424,362	451,379	469,538	478,990	481,114
% of All Employees	24.8%	25.3%	25.9%	26.5%	26.9%
% of All Veterans	89.4%	89.4%	88.7%	83.7%	84.2%
Disabled Veterans	117,783	134,162	148,215	186,818	199,863
% of All Employees	6.9%	7.5%	8.2%	10.3%	11.2%
% of All Veterans	24.8%	26.6%	28.0%	32.6%	35.0%
30% + Disabled Veterans	68,993	81,501	93,132	103,592	113,843
% of All Employees	4.0%	4.6%	5.1%	5.7%	6.4%
% of All Veterans	14.5%	16.1%	17.6%	18.1%	19.9%

Count of all employees in pay status taken at the last pay period or last day of September.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 2A
Total Non-Seasonal Full-Time Permanent Employment — Veterans

	FY 2012			FY 2013		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,805,831	572,239	31.7%	1,786,558	571,410	32.0%
Executive Order Agencies						
Agriculture	76,785	9,628	12.5%	74,117	9,479	12.8%
Commerce	35,013	4,204	12.0%	34,550	4,236	12.3%
Defense	648,975	306,919	47.3%	632,011	302,183	47.8%
Air Force	142,859	80,587	56.4%	140,579	80,004	56.9%
Army	227,481	111,614	49.1%	217,254	108,142	49.8%
Navy	192,500	81,550	42.4%	188,599	80,411	42.6%
Defense Activities	86,135	33,168	38.5%	85,579	33,626	39.3%
Education	3,899	409	10.5%	3,865	427	11.0%
Energy	15,041	3,321	22.1%	14,739	3,358	22.8%
HHS	61,168	5,288	8.6%	62,086	5,570	9.0%
Homeland Security	169,116	50,301	29.7%	168,348	50,226	29.8%
HUD	8,982	1,307	14.6%	8,547	1,228	14.4%
Interior	53,156	9,438	17.8%	50,959	9,050	17.8%
Justice	113,358	27,406	24.2%	112,342	27,811	24.8%
Labor	15,705	3,161	20.1%	15,354	3,195	20.8%
State	9,761	1,928	19.8%	10,142	2,138	21.1%
Transportation	55,614	20,067	36.1%	54,374	19,493	35.8%
Treasury	92,397	10,664	11.5%	89,852	10,278	11.4%
Veterans Affairs	285,436	97,449	34.1%	297,528	102,132	34.3%
AID	2,439	240	9.8%	2,669	275	10.3%
EPA	16,218	1,442	8.9%	15,485	1,338	8.6%
GSA	12,114	2,670	22.0%	11,562	2,544	22.0%
NASA	17,558	2,033	11.6%	17,645	2,085	11.8%
NSF	1,220	100	8.2%	1,248	112	9.0%
OPM	5,242	1,201	22.9%	5,099	1,197	23.5%
NRC	3,629	790	21.8%	3,601	781	21.7%
SSA	62,599	7,130	11.4%	59,643	6,903	11.6%
SBA	2,224	373	16.8%	2,365	448	18.9%
Total Executive Order Agencies	1,767,649	567,469	32.1%	1,748,131	566,487	32.4%

Table 2B

Total Non-Seasonal Full-Time Permanent Employment — Veterans with Preference

	FY 2012			FY 2013		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,805,831	478,990	26.5%	1,786,558	481,114	26.9%
Executive Order Agencies						
Agriculture	76,785	8,829	11.5%	74,117	8,688	11.7%
Commerce	35,013	3,486	10.0%	34,550	3,541	10.2%
Defense	648,975	264,259	40.7%	632,011	260,947	41.3%
Air Force	142,859	68,809	48.2%	140,579	68,271	48.6%
Army	227,481	96,054	42.2%	217,254	93,459	43.0%
Navy	192,500	71,560	37.2%	188,599	70,826	37.6%
Defense Activities	86,135	27,836	32.3%	85,579	28,391	33.2%
Education	3,899	339	8.7%	3,865	355	9.2%
Energy	15,041	2,752	18.3%	14,739	2,798	19.0%
HHS	61,168	5,094	8.3%	62,086	5,370	8.6%
Homeland Security	169,116	40,937	24.2%	168,348	41,309	24.5%
HUD	8,982	1,205	13.4%	8,547	1,134	13.3%
Interior	53,156	8,300	15.6%	50,959	7,945	15.6%
Justice	113,358	19,848	17.5%	112,342	20,832	18.5%
Labor	15,705	2,925	18.6%	15,354	2,968	19.3%
State	9,761	1,667	17.1%	10,142	1,849	18.2%
Transportation	55,614	14,725	26.5%	54,374	14,396	26.5%
Treasury	92,397	8,769	9.5%	89,852	8,412	9.4%
Veterans Affairs	285,436	78,296	27.4%	297,528	83,109	27.9%
AID	2,439	222	9.1%	2,669	258	9.7%
EPA	16,218	1,228	7.6%	15,485	1,130	7.3%
GSA	12,114	2,234	18.4%	11,562	2,132	18.4%
NASA	17,558	1,482	8.4%	17,645	1,534	8.7%
NSF	1,220	77	6.3%	1,248	88	7.1%
OPM	5,242	1,040	19.8%	5,099	1,038	20.4%
NRC	3,629	606	16.7%	3,601	606	16.8%
SSA	62,599	6,214	9.9%	59,643	6,008	10.1%
SBA	2,224	350	15.7%	2,365	422	17.8%
Total Executive Order Agencies	1,767,649	474,884	26.9%	1,748,131	476,869	27.3%

Table 2C

Total Non-Seasonal Full-Time Permanent Employment — Disabled Veterans

	FY 2012			FY 2013		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,805,831	186,818	10.3%	1,786,558	199,863	11.2%
Executive Order Agencies						
Agriculture	76,785	3,113	4.1%	74,117	3,245	4.4%
Commerce	35,013	992	2.8%	34,550	1,082	3.1%
Defense	648,975	103,194	15.9%	632,011	109,301	17.3%
Air Force	142,859	24,310	17.0%	140,579	26,534	18.9%
Army	227,481	42,638	18.7%	217,254	43,452	20.0%
Navy	192,500	24,886	12.9%	188,599	26,978	14.3%
Defense Activities	86,135	11,360	13.2%	85,579	12,337	14.4%
Education	3,899	127	3.3%	3,865	144	3.7%
Energy	15,041	907	6.0%	14,739	1,001	6.8%
HHS	61,168	1,925	3.1%	62,086	2,116	3.4%
Homeland Security	169,116	11,966	7.1%	168,348	12,796	7.6%
HUD	8,982	526	5.9%	8,547	518	6.1%
Interior	53,156	2,967	5.6%	50,959	2,989	5.9%
Justice	113,358	4,975	4.4%	112,342	5,639	5.0%
Labor	15,705	1,374	8.7%	15,354	1,498	9.8%
State	9,761	699	7.2%	10,142	810	8.0%
Transportation	55,614	4,362	7.8%	54,374	4,525	8.3%
Treasury	92,397	3,363	3.6%	89,852	3,381	3.8%
Veterans Affairs	285,436	39,592	13.9%	297,528	43,828	14.7%
AID	2,439	83	3.4%	2,669	92	3.4%
EPA	16,218	414	2.6%	15,485	394	2.5%
GSA	12,114	827	6.8%	11,562	838	7.2%
NASA	17,558	461	2.6%	17,645	519	2.9%
NSF	1,220	38	3.1%	1,248	42	3.4%
OPM	5,242	473	9.0%	5,099	502	9.8%
NRC	3,629	137	3.8%	3,601	149	4.1%
SSA	62,599	2,725	4.4%	59,643	2,706	4.5%
SBA	2,224	126	5.7%	2,365	171	7.2%
Total Executive Order Agencies	1,767,649	185,366	10.5%	1,748,131	198,286	11.3%

Table 2D

Total Non-Seasonal Full-Time Permanent Employment — 30% or More Disabled Veterans

	FY 2012			FY 2013		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,805,831	103,592	5.7%	1,786,558	113,843	6.4%
Executive Order Agencies						
Agriculture	76,785	1,449	1.9%	74,117	1,608	2.2%
Commerce	35,013	437	1.2%	34,550	498	1.4%
Defense	648,975	62,234	9.6%	632,011	66,841	10.6%
Air Force	142,859	13,966	9.8%	140,579	14,475	10.3%
Army	227,481	26,996	11.9%	217,254	28,615	13.2%
Navy	192,500	14,581	7.6%	188,599	16,192	8.6%
Defense Activities	86,135	6,691	7.8%	85,579	7,559	8.8%
Education	3,899	55	1.4%	3,865	74	1.9%
Energy	15,041	421	2.8%	14,739	480	3.3%
HHS	61,168	928	1.5%	62,086	1,083	1.7%
Homeland Security	169,116	5,856	3.5%	168,348	6,666	4.0%
HUD	8,982	275	3.1%	8,547	282	3.3%
Interior	53,156	1,279	2.4%	50,959	1,373	2.7%
Justice	113,358	2,314	2.0%	112,342	2,835	2.5%
Labor	15,705	759	4.8%	15,354	898	5.8%
State	9,761	369	3.8%	10,142	443	4.4%
Transportation	55,614	1,715	3.1%	54,374	1,902	3.5%
Treasury	92,397	1,629	1.8%	89,852	1,728	1.9%
Veterans Affairs	285,436	20,464	7.2%	297,528	23,480	7.9%
AID	2,439	57	2.3%	2,669	61	2.3%
EPA	16,218	191	1.2%	15,485	189	1.2%
GSA	12,114	453	3.7%	11,562	483	4.2%
NASA	17,558	217	1.2%	17,645	258	1.5%
NSF	1,220	18	1.5%	1,248	24	1.9%
OPM	5,242	285	5.4%	5,099	311	6.1%
NRC	3,629	47	1.3%	3,601	57	1.6%
SSA	62,599	1,386	2.2%	59,643	1,394	2.3%
SBA	2,224	60	2.7%	2,365	87	3.7%
Total Executive Order Agencies	1,767,649	102,898	5.8%	1,748,131	113,055	6.5%

Table 3
Total New Hires — Veteran New Hires

Category	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total Employees	292,611	281,651	229,853	195,139	162,839
Total Veterans	70,169	72,133	65,030	56,422	50,502
% of All Employees	24.0%	25.6%	28.3%	28.9%	31.0%
Veterans with Preference	62,639	64,747	58,550	50,165	45,569
% of All Employees	21.4%	23.0%	25.5%	25.7%	28.0%
% of All Veterans	89.3%	89.8%	90.0%	88.9%	90.2%
Disabled Veterans	20,448	23,140	20,613	21,589	20,838
% of All Employees	7.0%	8.2%	9.0%	11.1%	12.8%
% of All Veterans	29.1%	32.1%	31.7%	38.3%	41.3%
30% + Disabled Veterans	13,505	15,435	13,969	12,926	12,427
% of All Employees	4.6%	5.5%	6.1%	6.6%	7.6%
% of All Veterans	19.2%	21.4%	21.5%	22.9%	24.6%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2012			FY 2013		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	195,139	56,422	28.9%	162,839	50,502	31.0%
Executive Order Agencies						
Agriculture	18,330	1,460	8.0%	15,665	1,605	10.2%
Commerce	5,056	563	11.1%	6,689	901	13.5%
Defense	59,904	27,524	45.9%	39,219	20,964	53.5%
Air Force	10,731	6,021	56.1%	7,940	5,263	66.3%
Army	20,608	9,302	45.1%	12,538	7,071	56.4%
Navy	16,214	7,992	49.3%	9,599	5,087	53.0%
Defense Activities	12,351	4,209	34.1%	9,142	3,543	38.8%
Education	295	31	10.5%	243	57	23.5%
Energy	991	185	18.7%	751	280	37.3%
HHS	8,190	597	7.3%	6,766	666	9.8%
Homeland Security	14,339	3,565	24.9%	11,862	2,914	24.6%
HUD	364	47	12.9%	175	32	18.3%
Interior	17,480	2,577	14.7%	11,960	2,152	18.0%
Justice	6,299	1,729	27.4%	4,880	1,732	35.5%
Labor	1,644	499	30.4%	775	303	39.1%
State	1,970	327	16.6%	1,235	338	27.4%
Transportation	2,849	962	33.8%	1,857	712	38.3%
Treasury	7,655	1,040	13.6%	8,457	1,140	13.5%
Veterans Affairs	39,263	13,353	34.0%	43,592	14,877	34.1%
AID	471	74	15.7%	259	42	16.2%
EPA	599	65	10.9%	253	37	14.6%
GSA	630	149	23.7%	248	84	33.9%
NASA	573	65	11.3%	679	176	25.9%
NSF	232	17	7.3%	239	19	7.9%
OPM	394	127	32.2%	220	108	49.1%
NRC	100	24	24.0%	227	62	27.3%
SSA	2,119	734	34.6%	1,329	510	38.4%
SBA	1,021	159	15.6%	1,513	190	12.6%
Total Executive Order Agencies	190,768	55,873	29.3%	159,093	49,901	31.4%

Table 3B
Total New Hires — Veterans with Preference New Hires

	FY 2012			FY 2013		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	195,139	50,165	25.7%	162,839	45,569	28.0%
Executive Order Agencies						
Agriculture	18,330	1,335	7.3%	15,665	1,527	9.7%
Commerce	5,056	517	10.2%	6,689	842	12.6%
Defense	59,904	24,332	40.6%	39,219	18,633	47.5%
Air Force	10,731	5,216	48.6%	7,940	4,564	57.5%
Army	20,608	8,182	39.7%	12,538	6,341	50.6%
Navy	16,214	7,292	45.0%	9,599	4,651	48.5%
Defense Activities	12,351	3,642	29.5%	9,142	3,077	33.7%
Education	295	27	9.2%	243	53	21.8%
Energy	991	148	14.9%	751	243	32.4%
HHS	8,190	566	6.9%	6,766	642	9.5%
Homeland Security	14,339	3,218	22.4%	11,862	2,623	22.1%
HUD	364	42	11.5%	175	29	16.6%
Interior	17,480	2,342	13.4%	11,960	1,964	16.4%
Justice	6,299	1,604	25.5%	4,880	1,639	33.6%
Labor	1,644	470	28.6%	775	292	37.7%
State	1,970	251	12.7%	1,235	269	21.8%
Transportation	2,849	873	30.6%	1,857	660	35.5%
Treasury	7,655	982	12.8%	8,457	1,077	12.7%
Veterans Affairs	39,263	11,667	29.7%	43,592	13,362	30.7%
AID	471	66	14.0%	259	40	15.4%
EPA	599	59	9.8%	253	34	13.4%
GSA	630	117	18.6%	248	75	30.2%
NASA	573	57	9.9%	679	160	23.6%
NSF	232	15	6.5%	239	18	7.5%
OPM	394	118	29.9%	220	102	46.4%
NRC	100	20	20.0%	227	60	26.4%
SSA	2,119	710	33.5%	1,329	501	37.7%
SBA	1,021	138	13.5%	1,513	170	11.2%
Total Executive Order Agencies	190,768	49,674	26.0%	159,093	45,015	28.3%

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2012			FY 2013		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	195,139	21,589	11.1%	162,839	20,838	12.8%
Executive Order Agencies						
Agriculture	18,330	473	2.6%	15,665	506	3.2%
Commerce	5,056	188	3.7%	6,689	324	4.8%
Defense	59,904	8,929	14.9%	39,219	7,029	17.9%
Air Force	10,731	1,685	15.7%	7,940	1,537	19.4%
Army	20,608	3,226	15.7%	12,538	2,408	19.2%
Navy	16,214	2,562	15.8%	9,599	1,756	18.3%
Defense Activities	12,351	1,456	11.8%	9,142	1,328	14.5%
Education	295	13	4.4%	243	23	9.5%
Energy	991	58	5.9%	751	110	14.6%
HHS	8,190	223	2.7%	6,766	268	4.0%
Homeland Security	14,339	1,151	8.0%	11,862	951	8.0%
HUD	364	26	7.1%	175	14	8.0%
Interior	17,480	901	5.2%	11,960	780	6.5%
Justice	6,299	500	7.9%	4,880	543	11.1%
Labor	1,644	255	15.5%	775	174	22.5%
State	1,970	101	5.1%	1,235	103	8.3%
Transportation	2,849	347	12.2%	1,857	306	16.5%
Treasury	7,655	514	6.7%	8,457	559	6.6%
Veterans Affairs	39,263	7,086	18.0%	43,592	8,321	19.1%
AID	471	23	4.9%	259	18	6.9%
EPA	599	31	5.2%	253	16	6.3%
GSA	630	56	8.9%	248	52	21.0%
NASA	573	21	3.7%	679	74	10.9%
NSF	232	10	4.3%	239	9	3.8%
OPM	394	61	15.5%	220	51	23.2%
NRC	100	6	6.0%	227	22	9.7%
SSA	2,119	337	15.9%	1,329	259	19.5%
SBA	1,021	59	5.8%	1,513	75	5.0%
Total Executive Order Agencies	190,768	21,369	11.2%	159,093	20,587	12.9%

Table 3D

Total New Hires — 30% or More Disabled Veteran New Hires

	FY 2012			FY 2013		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	195,139	12,926	6.6%	162,839	12,427	7.6%
Executive Order Agencies						
Agriculture	18,330	242	1.3%	15,665	262	1.7%
Commerce	5,056	72	1.4%	6,689	127	1.9%
Defense	59,904	6,200	10.3%	39,219	4,974	12.7%
Air Force	10,731	1,185	11.0%	7,940	1,176	14.8%
Army	20,608	2,332	11.3%	12,538	1,713	13.7%
Navy	16,214	1,720	10.6%	9,599	1,174	12.2%
Defense Activities	12,351	963	7.8%	9,142	911	10.0%
Education	295	11	3.7%	243	14	5.8%
Energy	991	27	2.7%	751	55	7.3%
HHS	8,190	116	1.4%	6,766	155	2.3%
Homeland Security	14,339	668	4.7%	11,862	565	4.8%
HUD	364	14	3.8%	175	8	4.6%
Interior	17,480	425	2.4%	11,960	405	3.4%
Justice	6,299	278	4.4%	4,880	320	6.6%
Labor	1,644	159	9.7%	775	120	15.5%
State	1,970	52	2.6%	1,235	56	4.5%
Transportation	2,849	195	6.8%	1,857	188	10.1%
Treasury	7,655	275	3.6%	8,457	278	3.3%
Veterans Affairs	39,263	3,712	9.5%	43,592	4,381	10.1%
AID	471	16	3.4%	259	12	4.6%
EPA	599	15	2.5%	253	11	4.3%
GSA	630	30	4.8%	248	34	13.7%
NASA	573	15	2.6%	679	46	6.8%
NSF	232	9	3.9%	239	7	2.9%
OPM	394	42	10.7%	220	35	15.9%
NRC	100	4	4.0%	227	12	5.3%
SSA	2,119	202	9.5%	1,329	170	12.8%
SBA	1,021	30	2.9%	1,513	42	2.8%
Total Executive Order Agencies	190,768	12,809	6.7%	159,093	12,277	7.7%

Table 4

Total New Hires — Veteran New Hires, Non-Seasonal Full-Time Permanent

Category	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
Total Employees	139,125	135,682	105,325	87,017	73,763
Total Veterans	49,989	53,203	47,093	39,136	34,011
% of All Employees	35.9%	39.2%	44.7%	45.0%	46.1%
Veterans with Preference	44,332	47,604	42,285	34,897	30,710
% of All Employees	31.9%	35.1%	40.1%	40.1%	41.6%
% of All Veterans	88.7%	89.5%	89.8%	89.2%	90.3%
Disabled Veterans	13,663	16,353	14,306	14,285	13,363
% of All Employees	9.8%	12.1%	13.6%	16.4%	18.1%
% of All Veterans	27.3%	30.7%	30.4%	36.5%	39.3%
30% + Disabled Veterans	8,740	10,564	9,387	8,440	7,885
% of All Employees	6.3%	7.8%	8.9%	9.7%	10.7%
% of All Veterans	17.5%	19.9%	19.9%	21.6%	23.2%

New Hires do not include transfers between agencies.

Non-Seasonal Full-Time Permanent: This category includes all employees working a 40 hour work week year round with no absolute end date.

Table 4A

Non-Seasonal Full-Time Permanent New Hires, Total New Hires — Veteran New Hires

	FY 2012			FY 2013		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	87,017	39,136	45.0%	73,763	34,011	46.1%
Executive Order Agencies						
Agriculture	1,945	601	30.9%	1,297	510	39.3%
Commerce	2,408	331	13.7%	1,277	298	23.3%
Defense	34,089	20,302	59.6%	24,992	15,690	62.8%
Air Force	6,663	4,582	68.8%	5,843	4,087	69.9%
Army	10,720	6,008	56.0%	7,832	5,008	63.9%
Navy	11,843	6,969	58.8%	7,452	4,267	57.3%
Defense Activities	4,863	2,743	56.4%	3,865	2,328	60.2%
Education	151	28	18.5%	146	49	33.6%
Energy	520	161	31.0%	508	241	47.4%
HHS	3,801	520	13.7%	3,600	562	15.6%
Homeland Security	5,899	2,488	42.2%	3,944	1,770	44.9%
HUD	191	37	19.4%	92	26	28.3%
Interior	1,802	675	37.5%	1,146	461	40.2%
Justice	5,267	1,654	31.4%	4,013	1,621	40.4%
Labor	1,130	437	38.7%	593	240	40.5%
State	568	180	31.7%	643	270	42.0%
Transportation	1,355	586	43.2%	1,090	475	43.6%
Treasury	1,432	428	29.9%	1,353	383	28.3%
Veterans Affairs	21,875	9,548	43.6%	25,537	10,431	40.8%
AID	114	29	25.4%	91	28	30.8%
EPA	168	42	25.0%	93	25	26.9%
GSA	493	134	27.2%	180	80	44.4%
NASA	416	54	13.0%	573	154	26.9%
NSF	50	9	18.0%	55	14	25.5%
OPM	241	103	42.7%	137	84	61.3%
NRC	47	19	40.4%	142	52	36.6%
SSA	925	353	38.2%	94	49	52.1%
SBA	148	39	26.4%	176	83	47.2%
Total Executive Order Agencies	85,035	38,758	45.6%	71,772	33,596	46.8%

Table 4B
Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Veterans with Preference New Hires

	FY 2012			FY 2013		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	87,017	34,897	40.1%	73,763	30,710	41.6%
Executive Order Agencies						
Agriculture	1,945	552	28.4%	1,297	496	38.2%
Commerce	2,408	297	12.3%	1,277	271	21.2%
Defense	34,089	17,981	52.7%	24,992	13,974	55.9%
Air Force	6,663	3,960	59.4%	5,843	3,535	60.5%
Army	10,720	5,265	49.1%	7,832	4,472	57.1%
Navy	11,843	6,354	53.7%	7,452	3,894	52.3%
Defense Activities	4,863	2,402	49.4%	3,865	2,073	53.6%
Education	151	24	15.9%	146	46	31.5%
Energy	520	129	24.8%	508	209	41.1%
HHS	3,801	495	13.0%	3,600	542	15.1%
Homeland Security	5,899	2,306	39.1%	3,944	1,629	41.3%
HUD	191	33	17.3%	92	24	26.1%
Interior	1,802	624	34.6%	1,146	424	37.0%
Justice	5,267	1,536	29.2%	4,013	1,536	38.3%
Labor	1,130	412	36.5%	593	231	39.0%
State	568	142	25.0%	643	214	33.3%
Transportation	1,355	519	38.3%	1,090	437	40.1%
Treasury	1,432	412	28.8%	1,353	367	27.1%
Veterans Affairs	21,875	8,383	38.3%	25,537	9,395	36.8%
AID	114	29	25.4%	91	27	29.7%
EPA	168	36	21.4%	93	22	23.7%
GSA	493	104	21.1%	180	72	40.0%
NASA	416	48	11.5%	573	140	24.4%
NSF	50	8	16.0%	55	14	25.5%
OPM	241	94	39.0%	137	81	59.1%
NRC	47	15	31.9%	142	50	35.2%
SSA	925	342	37.0%	94	46	48.9%
SBA	148	37	25.0%	176	81	46.0%
Total Executive Order Agencies	85,035	34,558	40.6%	71,772	30,328	42.3%

Table 4C

**Non-Seasonal Full-Time Permanent New Hires
Total New Hires — Disabled Veteran New Hires**

	FY 2012			FY 2013		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	87,017	14,285	16.4%	73,763	13,363	18.1%
Executive Order Agencies						
Agriculture	1,945	265	13.6%	1,297	230	17.7%
Commerce	2,408	103	4.3%	1,277	106	8.3%
Defense	34,089	5,894	17.3%	24,992	4,713	18.9%
Air Force	6,663	1,094	16.4%	5,843	988	16.9%
Army	10,720	1,845	17.2%	7,832	1,510	19.3%
Navy	11,843	2,042	17.2%	7,452	1,368	18.4%
Defense Activities	4,863	913	18.8%	3,865	847	21.9%
Education	151	12	7.9%	146	20	13.7%
Energy	520	43	8.3%	508	92	18.1%
HHS	3,801	197	5.2%	3,600	221	6.1%
Homeland Security	5,899	892	15.1%	3,944	668	16.9%
HUD	191	22	11.5%	92	12	13.0%
Interior	1,802	277	15.4%	1,146	181	15.8%
Justice	5,267	470	8.9%	4,013	498	12.4%
Labor	1,130	217	19.2%	593	121	20.4%
State	568	70	12.3%	643	88	13.7%
Transportation	1,355	231	17.0%	1,090	218	20.0%
Treasury	1,432	210	14.7%	1,353	187	13.8%
Veterans Affairs	21,875	4,889	22.3%	25,537	5,568	21.8%
AID	114	9	7.9%	91	12	13.2%
EPA	168	22	13.1%	93	8	8.6%
GSA	493	48	9.7%	180	50	27.8%
NASA	416	16	3.8%	573	66	11.5%
NSF	50	6	12.0%	55	6	10.9%
OPM	241	46	19.1%	137	41	29.9%
NRC	47	4	8.5%	142	19	13.4%
SSA	925	166	17.9%	94	20	21.3%
SBA	148	19	12.8%	176	36	20.5%
Total Executive Order Agencies	85,035	14,128	16.6%	71,772	13,181	18.4%

Table 4D
Non-Seasonal Full-Time Permanent New Hires
Total New Hires — 30% or More Disabled Veteran New Hires

	FY 2012			FY 2013		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	87,017	8,440	9.7%	73,763	7,885	10.7%
Executive Order Agencies						
Agriculture	1,945	149	7.7%	1,297	137	10.6%
Commerce	2,408	48	2.0%	1,277	58	4.5%
Defense	34,089	3,919	11.5%	24,992	3,221	12.9%
Air Force	6,663	721	10.8%	5,843	709	12.1%
Army	10,720	1,293	12.1%	7,832	1,037	13.2%
Navy	11,843	1,312	11.1%	7,452	884	11.9%
Defense Activities	4,863	593	12.2%	3,865	591	15.3%
Education	151	10	6.6%	146	12	8.2%
Energy	520	19	3.7%	508	46	9.1%
HHS	3,801	99	2.6%	3,600	123	3.4%
Homeland Security	5,899	515	8.7%	3,944	380	9.6%
HUD	191	12	6.3%	92	8	8.7%
Interior	1,802	148	8.2%	1,146	99	8.6%
Justice	5,267	257	4.9%	4,013	287	7.2%
Labor	1,130	136	12.0%	593	75	12.6%
State	568	33	5.8%	643	51	7.9%
Transportation	1,355	122	9.0%	1,090	138	12.7%
Treasury	1,432	130	9.1%	1,353	98	7.2%
Veterans Affairs	21,875	2,566	11.7%	25,537	2,884	11.3%
AID	114	6	5.3%	91	7	7.7%
EPA	168	11	6.5%	93	7	7.5%
GSA	493	24	4.9%	180	33	18.3%
NASA	416	10	2.4%	573	41	7.2%
NSF	50	5	10.0%	55	5	9.1%
OPM	241	30	12.4%	137	26	19.0%
NRC	47	2	4.3%	142	11	7.7%
SSA	925	95	10.3%	94	13	13.8%
SBA	148	9	6.1%	176	21	11.9%
Total Executive Order Agencies	85,035	8,355	9.8%	71,772	7,781	10.8%

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2012			FY 2013		
	VRA	VEOA	30.00%	VRA	VEOA	30.00%
Total Executive Branch Agencies	6,368	13,234	1,711	5,106	11,214	1,622
Executive Order Agencies						
Agriculture	109	90	13	90	84	21
Commerce	23	50	5	21	35	8
Defense	3,021	8,433	998	2,059	6,851	765
Air Force	113	2,620	282	78	2,436	302
Army	1,091	2,213	350	1,015	1,940	252
Navy	1,629	2,490	244	814	1,603	141
Defense Activities	188	1,110	122	152	872	70
Education	4	0	1	8	2	1
Energy	4	53	2	48	73	6
HHS	14	67	7	29	88	10
Homeland Security	507	492	98	226	356	98
HUD	0	7	2	3	3	0
Interior	146	162	30	112	100	31
Justice	64	21	10	101	44	16
Labor	90	32	14	52	24	26
State	19	33	4	10	47	3
Transportation	15	33	3	21	19	5
Treasury	49	25	5	50	26	7
Veterans Affairs	2,055	3,612	485	2,145	3,341	606
AID	10	0	7	14	2	5
EPA	5	12	1	6	4	1
GSA	25	33	5	12	17	1
NASA	0	5	2	6	3	0
NSF	0	3	2	0	3	0
OPM	17	24	8	15	13	4
NRC	0	0	0	1	0	0
SSA	161	1	0	40	0	2
SBA	3	5	3	11	14	0
Total Executive Order Agencies	6,341	13,193	1,705	5,080	11,149	1,616

NRC is an excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2012						FY 2013							
							Veteran				Non-Veteran			
	STEP	SCEP	Pathways*	PMF	Sched A	Total	Pathways*	PMF	Sched A	Total	Pathways*	PMF	Sched A	Total
Total Executive Branch Agencies	526	404	109	80	411	56,422	1,400	65	336	50,502	5,042	194	1,389	112,337
Executive Order Agencies														
Agriculture	54	23	0	5	10	1,460	77	4	7	1,605	629	9	66	14,060
Commerce	3	4	0	2	1	563	14	0	1	901	98	3	12	5,788
Defense	164	258	47	11	90	27,524	496	2	54	20,964	1,192	3	250	18,255
Air Force	20	67	8	6	20	6,021	139	0	21	5,263	205	0	86	2,677
Army	82	31	2	1	10	9,302	173	1	8	7,071	519	1	37	5,467
Navy	38	134	25	1	54	7,992	142	0	19	5,087	425	0	58	4,512
Defense Activities	24	26	12	3	6	4,209	42	1	6	3,543	43	2	69	5,599
Education	1	0	1	0	0	31	7	2	0	57	3	12	5	186
Energy	10	1	1	3	2	185	41	0	1	280	102	2	19	471
HHS	6	1	5	11	4	597	40	12	3	666	519	22	187	6,100
Homeland Security	36	5	6	5	6	3,565	29	8	5	2,914	146	36	49	8,948
HUD	0	0	0	1	0	47	0	1	1	32	0	5	0	143
Interior	103	34	3	3	6	2,577	78	1	1	2,152	375	8	74	9,808
Justice	11	4	10	0	3	1,729	33	1	5	1,732	171	4	24	3,148
Labor	6	3	0	5	4	499	28	2	1	303	34	12	36	472
State	1	1	0	9	2	327	25	5	0	338	112	35	11	897
Transportation	2	2	0	1	2	962	28	0	5	712	77	3	22	1,145
Treasury	4	2	0	5	27	1,040	32	2	8	1,140	47	3	150	7,317
Veterans Affairs	72	46	28	14	241	13,353	248	12	235	14,877	533	10	337	28,715
AID	6	0	2	0	0	74	2	3	0	42	17	18	9	217
EPA	13	2	0	0	2	65	0	0	0	37	1	0	8	216
GSA	0	7	0	1	0	149	18	2	0	84	46	0	8	164
NASA	1	8	3	0	1	65	73	0	1	176	211	0	6	503
NSF	2	1	0	0	0	17	12	0	0	19	66	0	1	220
OPM	1	1	0	1	1	127	7	0	0	108	6	0	17	112
NRC	0	0	0	0	0	24	0	0	0	62	0	0	0	165
SSA	0	0	0	0	7	734	2	0	4	510	1	0	64	819
SBA	4	0	0	0	0	159	2	1	0	190	4	6	4	1,323
Total Executive Order Agencies	500	403	106	77	409	55,873	1,292	58	332	49,901	4,390	191	1,359	109,192

*This program replaced the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP) with the Internship Program.

Table 7

Disabled Veteran New Hires under Veteran and Other Appointing Authorities

Appointments	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013
30 Percent or More Disabled	1,669	1,945	1,903	1,711	1,622
VRA (no conversions)	2,282	2,673	2,405	2,849	2,476
VEOA	4,315	5,068	4,718	3,954	3,610
Subtotal	8,266	9,686	9,026	8,514	7,708
* All Other Appointments	12,182	13,454	11,587	13,075	13,130
Total Disabled Veteran Hires	20,448	23,140	20,613	21,589	20,838

All Other Appointments include those hired under competitive examining and others such as Schedule A, STEP, SCEP, Pathways, etc.

Table 8
Employment by New Grade/Salary Group

		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment
SES		0.39%	0.22%	0.09%	0.13%	0.00%
GS, GM, GL	Grade 1-4	2.96%	2.05%	2.50%	5.01%	21.32%
	Grade 5-8	17.41%	18.89%	21.88%	32.86%	53.09%
	Grade 9-12	30.61%	32.74%	36.78%	30.67%	20.16%
	Grade 13-15	20.18%	16.49%	15.04%	13.52%	1.34%
Blue Collar Pay Plans		8.35%	14.74%	13.04%	6.95%	3.26%
Other White Collar Pay Plans		20.09%	14.87%	10.68%	10.86%	0.83%

This table is revised since General Schedule and Related (GSR) Pay Plans are no longer generated.

*Noncompetitive Appointment of certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

Table 9
Employment Distribution By Occupational Category

Category	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	26.88%	13.50%	10.87%	9.82%	14.57%	8.32%
Administrative	37.33%	43.79%	47.45%	50.85%	36.31%	14.88%
Technical	17.24%	16.46%	17.31%	17.20%	25.02%	33.70%
Clerical	6.09%	5.55%	7.18%	7.32%	14.82%	39.20%
Other White Collar	4.11%	5.97%	4.15%	3.98%	2.33%	0.65%
Blue Collar	8.35%	14.74%	13.04%	10.83%	6.95%	3.26%

Other White Collar: White collar occupations that cannot be related to the above professional, administrative, technical, or clerical categories.

*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Table 10
New Hires with Derived Preference

	FY 2012			FY 2013		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	195,139	320	0.16%	162,839	281	0.17%
Executive Order Agencies						
Agriculture	18,330	15	0.08%	15,665	15	0.10%
Commerce	5,056	8	0.16%	6,689	15	0.22%
Defense	59,904	73	0.12%	39,219	79	0.20%
Air Force	10,731	4	0.04%	7,940	20	0.25%
Army	20,608	37	0.18%	12,538	24	0.19%
Navy	16,214	16	0.10%	9,599	17	0.18%
Defense Activities	12,351	16	0.13%	9,142	18	0.20%
Education	295	2	0.68%	243	1	0.41%
Energy	991	1	0.10%	751	0	0.00%
HHS	8,190	8	0.10%	6,766	4	0.06%
Homeland Security	14,339	20	0.14%	11,862	13	0.11%
HUD	364	2	0.55%	175	0	0.00%
Interior	17,480	25	0.14%	11,960	11	0.09%
Justice	6,299	9	0.14%	4,880	7	0.14%
Labor	1,644	7	0.43%	775	2	0.26%
State	1,970	6	0.30%	1,235	10	0.81%
Transportation	2,849	8	0.28%	1,857	3	0.16%
Treasury	7,655	11	0.14%	8,457	22	0.26%
Veterans Affairs	39,263	105	0.27%	43,592	79	0.18%
AID	471	3	0.64%	259	1	0.39%
EPA	599	1	0.17%	253	2	0.79%
GSA	630	3	0.48%	248	1	0.40%
NASA	573	0	0.00%	679	1	0.15%
NSF	232	0	0.00%	239	0	0.00%
OPM	394	0	0.00%	220	0	0.00%
NRC	100	0	0.00%	227	0	0.00%
SSA	2,119	3	0.14%	1,329	3	0.23%
SBA	1,021	5	0.49%	1,513	3	0.20%
Total Executive Order Agencies	190,768	315	0.17%	159,093	272	0.17%

Derived Preference in this table is defined as spouses, mothers, widows, and widowers entitled to claim preference as defined in section 2108, title 5, United States Code, who may or may not be veterans.

Table 11
Noncompetitive Appointment of Certain Military Spouses

	FY 2012			FY 2013		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	195,139	1,303	0.67%	162,839	1,067	0.66%
Executive Order Agencies						
Agriculture	18,330	1	0.01%	15,665	0	0.00%
Commerce	5,056	0	0.00%	6,689	1	0.01%
Defense	59,904	1,230	2.05%	39,219	1,005	2.56%
Air Force	10,731	139	1.30%	7,940	287	3.61%
Army	20,608	767	3.72%	12,538	488	3.89%
Navy	16,214	150	0.93%	9,599	127	1.32%
Defense Activities	12,351	174	1.41%	9,142	103	1.13%
Education	295	0	0.00%	243	0	0.00%
Energy	991	0	0.00%	751	0	0.00%
HHS	8,190	0	0.00%	6,766	0	0.00%
Homeland Security	14,339	12	0.08%	11,862	10	0.08%
HUD	364	0	0.00%	175	0	0.00%
Interior	17,480	5	0.03%	11,960	3	0.03%
Justice	6,299	0	0.00%	4,880	0	0.00%
Labor	1,644	3	0.18%	775	0	0.00%
State	1,970	0	0.00%	1,235	0	0.00%
Transportation	2,849	0	0.00%	1,857	2	0.11%
Treasury	7,655	0	0.00%	8,457	0	0.00%
Veterans Affairs	39,263	43	0.11%	43,592	32	0.07%
AID	471	0	0.00%	259	0	0.00%
EPA	599	0	0.00%	253	0	0.00%
GSA	630	1	0.16%	248	0	0.00%
NASA	573	0	0.00%	679	0	0.00%
NSF	232	0	0.00%	239	0	0.00%
OPM	394	1	0.25%	220	3	1.36%
NRC	100	0	0.00%	227	0	0.00%
SSA	2,119	5	0.24%	1,329	8	0.60%
SBA	1,021	1	0.10%	1,513	1	0.07%
Total Executive Order Agencies	190,768	1,302	0.68%	159,093	1,065	0.67%

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

Appendix 1

Organizations Included

Administrative Conference of the United States
Advisory Council on Historic Preservation
African Development Foundation
American Battle Monuments Commission
Appalachian Regional Commission
Architectural and Transportation Barriers Compliance Board
Arctic Research Commission
Armed Forces Retirement Home
Barry Goldwater Scholarship and Excellence In Education Foundation
Broadcasting Board of Governors
Chemical Safety and Hazard Investigation Board
Christopher Columbus Fellowship Foundation
Commission of Fine Arts
Commission on Civil Rights
Committee for Purchase from People Who are Blind or Severely Disabled
Commodity Futures Trading Commission
Consumer Product Safety Commission
Corporation for National and Community Service
Council of Economic Advisers
Council on Environmental Quality/Office of Environmental Quality
Council of the Inspectors General on Integrity and Efficiency
Court Services and Offender Supervision Agency for the District of Columbia
Defense Nuclear Facilities Safety Board
Denali Commission
Department of Agriculture
Department of Commerce

Appendix 1 *cont'd.*

Organizations Included

Department of Defense:
 Department of the Air Force
 Department of the Army
 Department of the Navy
 Defense Activities

Department of Education

Department of Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of Justice

Department of State (Excluding Foreign Service Personnel)

Department of the Interior

Department of the Treasury

Department of Transportation

Department of Veterans Affairs

Dwight D. Eisenhower Memorial Commission

Election Assistance Commission

Environmental Protection Agency

Equal Employment Opportunity Commission

Export-Import Bank of the United States

Farm Credit Administration

Farm Credit System Insurance Corporation

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

Federal Financial Institutions Examination Council

Federal Housing Finance Agency

Appendix 1 *cont'd.*

Organizations Included

Federal Labor Relations Authority
Federal Maritime Commission
Federal Mediation and Conciliation Service
Federal Mine Safety and Health Review Commission
Federal Reserve System-Bureau of Consumer Financial Protection
Federal Retirement Thrift Investment Board
Federal Trade Commission
General Services Administration
Harry S. Truman Scholarship Foundation
Institute of Museum and Library Services
Inter-American Foundation
International Boundary and Water Commission: United States and Mexico
International Boundary Commission: United States and Canada
International Joint Commission: United States and Canada
James Madison Memorial Fellowship Foundation
Japan-United States Friendship Commission
Marine Mammal Commission
Medicaid and Chip Payment and Access Commission
Merit Systems Protection Board
Millennium Challenge Corporation
Morris K. Udall and Stewart L. Udall Foundation
National Archives and Records Administration
National Capital Planning Commission
National Council on Disability
National Credit Union Administration
National Endowment for the Arts
National Endowment for the Humanities

Appendix 1 *cont'd.*

Organizations Included

National Labor Relations Board
National Mediation Board
National Science Foundation
National Security Council
National Transportation Safety Board
Northern Border Regional Commission
Nuclear Regulatory Commission
Nuclear Waste Technical Review Board
Occupational Safety and Health Review Commission
Office of Administration
Office of Government Ethics
Office of Management and Budget
Office of National Drug Control Policy
Office of Navajo and Hopi Indian Relocation
Office of Personnel Management
Office of Science and Technology Policy
Office of Special Counsel
Office of the Federal Coordinator for Alaska Natural Gas Transportation Projects
Office of the U.S. Trade Representative
Overseas Private Investment Corporation
Peace Corps
Pension Benefit Guaranty Corporation
Presidio Trust
Public Interest Declassification Board
Railroad Retirement Board
Recovery Act Accountability & Transparency Board
Ronald Reagan Centennial Commission

Appendix 1 *cont'd.*

Organizations Included

Securities and Exchange Commission

Selective Service System

Small Business Administration

Smithsonian Institution

Social Security Administration

Trade and Development Agency

U.S. Holocaust Memorial Museum

U.S. Interagency Council on Homelessness

U.S. International Trade Commission

United States-China Economic and Security Review Commission

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

Appendix 2

Organizations Excluded

Air Force National Guard – Civilian Component
Army National Guard – Civilian Component
Board of Governors of the Federal Reserve
Central Intelligence Agency
Commission of Security and Cooperation in Europe
Defense Intelligence Agency
Delta Regional Authority
Department of State (Foreign Service Personnel)
Executive Residence At the White House
Federal Finance Housing Board
Merit Systems Protection Board
National Geospatial-Intelligence Agency
National Security Agency
Non-Appropriated Fund Personnel (e.g., Coast Guard, DoD)
Office of Policy Development
Office of the Director of National Intelligence
Office of the Vice President
Postal Regulatory Commission
Public Defender Service
Public Health Service’s Commissioned Officer Corps
Tennessee Valley Authority
U.S. Postal Service
White House Commission on National Moment of Remembrance
White House Office

Appendix 3

List of Abbreviations

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency For International Development
EPA	Environmental Protection Agency
GSA	General Services Administration
HHS	Health And Human Services, Department of
HUD	Housing And Urban Development, Department of
NASA	National Aeronautics And Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
PMF	Presidential Management Fellows
SBA	Small Business Administration
SCEP	Student Career Experience Program
SSA	Social Security Administration
STEP	Student Temporary Employment Program
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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