

Resources

Statutes & Regulations

- [Merit System Principles - Title 5, U.S. Code Section §2301](#)
- [Veteran; Disabled Veteran; Veteran Preference - Title 5 U.S. Code, Chapter 21, Part III, Subpart A §2108](#)
- [Definitions Title 38 U.S. Code, Chapter 1, Part I § 101](#)

30 Percent or More Disability

- [5 U.S.C. 3112](#)
- [5 CFR 316.302](#)
- [316.402](#)
- [315.707](#)

Code of Federal Regulations (Annual Edition)

- [Code of Federal Regulations \(Annual Edition\)](#)
- [Noncompetitive Appointment of Certain Military Spouses](#)
- [Veterans' Preference \(Gold Star Fathers Act of 2015\)](#)
- [Veterans' Preference VOW \(Veterans Opportunity to Work\)](#)
- [Regulations.gov – Regulatory Agenda](#)
- [Delegated Examining Operations Handbook](#)

Code of Federal Regulation Title 5 – Administrative Personnel

- [Volume 1 \(Parts 1 – 699\)](#)
 - [Appointment of certain veterans who have competed under agency merit promotion announcements – 5 CFR §315.611](#)

Executive Orders

- [Executive Order 13289—Establishing the Global War on Terrorism Medals](#)
- [Executive Order 13473—To Authorize Certain Noncompetitive Appointments in the Civil Service for Spouses of Certain Members of the Armed Forces](#)
- [Executive Order 13518—Employment of Veterans in the Federal Government](#)
- [Human Resources Flexibilities and Authorities in the Federal Government](#)

Excepted Service Appointments for Veterans' Recruitment Appointment

Select the links below to access the codified procedures for appointments that are "excepted" from the usual rules of hiring:

- [5 U.S.C. 3320](#)
- [5 CFR part 302 subpart B \(Eligibility Standards\)](#)

Veterans Employment Opportunities Act of 1998 (VEOA)

(Public Law 105-339), as amended by Section 511 of the Veterans Millennium Health Care Act (Public Law 106-117) of November 30, 1999.

Select the links below to access:

- [Veterans Employment Opportunities Act of 1998 \(VEOA\)](#)
- [Veterans Millennium Health Care Act \(Public Law 106-117\)](#)
- [5 U.S.C. 3304\(f\)](#)
- [5 CFR 315.611](#)
- [5 CFR 335.106](#)

VRA – Veterans' Recruitment Appointment Authority Related Statutes

- [Veterans' Recruitment Appointment \(VRA\) Authority, Public Law 107-288](#)
- [5 CFR Chapter 1, Subchapter B, Part 307. Veterans Recruitment Appointments](#)
- [Title 38 – Veterans' Benefits §4211 – Definition](#)

Definitions

Active Duty or Active Military Duty (Creditable Service for Leave Accrual and Reduction in Force Purposes Only) – full-time duty with military pay and allowances in the Armed Forces. Active duty does include “annual” active duty for training, but excludes weekend Reserve meetings.

Armed Forces – Army, Navy, Air Force, Marine Corps, and Coast Guard

Disabled Veteran – A person who was separated under honorable conditions from active duty in the Armed Forces performed at any time and who has established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.

Military Retiree – A person who has retired from the Army, Navy, Air Force, Marine Corps, or Coast Guard.

- **Preference eligibility for military retirees** – Military retirees at the rank of major, lieutenant commander, or higher are not eligible for preference in appointment unless they are disabled veterans. (This does not apply to Reservists who will not begin drawing military retired pay until age 60.)
 - **Dual Compensation Act of 1964**

Noncompetitive Action – A promotion, demotion, reassignment, transfer, reinstatement, or appointment based on prior service. (5 CFR 210.102)

Preference Eligible – Veterans, spouses, widows, or mothers who meet the definition of “preference eligible” in 5 U.S.C. 2108. Preference eligibles are entitled to have 5 or 10 points added to their earned score on a civil service examination (see 5 U.S.C. 3309). They are also accorded a higher retention standing in the event of a reduction in force (see 5 U.S.C. 3502). Preference does not apply, however, to inservice placement actions such as promotions.

Sole Survivor Veteran – A person who was discharged or released from a period of active duty after August 29, 2008, by reason of a sole survivorship discharge (as that term is defined in 10 U.S.C. 1174(i)), and who meets the definition of a “veteran” in paragraph (a) of this section, with the exception that he or she is not required to meet any of the length of service requirements prescribed by paragraph (a).

Veteran – (Title 5 Code §2108) – An individual who:

(A) Served on active duty in the Armed Forces during a war, in a campaign or expedition for which a campaign badge has been authorized, or during the period beginning April 28, 1952, and ending July 1, 1955;

(B) Served on active duty as defined by section 101(21) of title 38 at any time in the Armed Forces for a period of more than 180 consecutive days any part of which occurred after January 31, 1955, and before October 15, 1976, not including service under section 12103(d) of title 10 pursuant to an enlistment in the Army National Guard or the Air National Guard or as a Reserve for service in the Army Reserve, Navy Reserve, Air Force Reserve, Marine Corps Reserve, or Coast Guard Reserve;

(C) Served on active duty as defined by section 101(21) of title 38 in the Armed Forces during the period beginning on August 2, 1990, and ending on January 2, 1992; or

(D) Served on active duty as defined by section 101(21) of title 38 at any time in the Armed Forces for a period of more than 180 consecutive days any part of which occurred during the period beginning on September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last date of Operation Iraqi Freedom; and, except as provided under section 2108a, who has been discharged or released from active duty in the Armed Forces under honorable conditions.

Uniformed Services – The Armed Forces (Army, Navy, Air Force, Marine Corps, and Coast Guard) plus the commissioned officer corps of the Public Health Service and the National Oceanic and Atmospheric Administration.

Veterans Employment Opportunities Act of 1998 (VEOA) – Preference eligibles or veterans who have been separated from the Armed Forces under honorable conditions after 3 years or more of active service may not be denied the opportunity to compete for vacant positions for which the agency making the announcement will accept applications from individuals outside its own workforce under merit promotion procedures.

Veterans' Preference – An employee's category of entitlement to preference in the Federal service based on active military service that terminated honorably.

Veterans' Recruitment Appointment (VRA) (formerly Veterans' Readjustment Appointment) – Excepted appointments, made without competition, to positions otherwise in the competitive service. Qualified veterans who were separated under honorable conditions may be appointed to any position in the competitive service at grade levels up to and including GS-11 or equivalent, provided they meet the

qualification standards for the position. To be eligible for a VRA the veteran must be in receipt of the appropriate campaign badge, expeditionary medal, or AFSM. Upon satisfactory completion of 2 years of substantially continuous service, the incumbent's VRA must be converted to a career or career-conditional appointment. An individual may receive more than one VRA as long as the individual meets the definition of a covered veteran at the time of appointment.

0-point Preference Eligibility

No points are added to the passing score or rating of a veteran who is the only surviving child in a family in which the father or mother or one or more siblings:

- Served in the Armed Forces, and
- Was killed, died as a result of wounds, accident, or disease, is in a captured or missing in action status, or is permanently 100 percent disabled or hospitalized on a continuing basis (and is not employed gainfully because of the disability or hospitalization), where
- The death, status, or disability did not result from the intentional misconduct or willful neglect of the parent or sibling and was not incurred during a period of unauthorized absence.

5-Point Preference (TP)

Five points are added to the **passing** examination score or rating of a veteran who served:

- During a war; **or**
- During the period April 28, 1952, through July 1, 1955; **or**
- For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, **and** before October 15, 1976; **or**
- During the Gulf War from August 2, 1990, through January 2, 1992; **or**
- For more than 180 consecutive days, other than for training, any part of which occurred during the period beginning September 11, 2001, and ending on August 31, 2010, the last day of Operation Iraqi Freedom; **or**
- In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

10-Point Compensable Disability Preference (CP) – Ten points are added to the **passing** examination score or rating of:

- A veteran who served at any time **and** who has a compensable service-connected disability rating of at least 10 percent but less than 30 percent.

10-Point 30 Percent Compensable Disability Preference (CPS) – Ten points are added to the **passing** examination score or rating of a veteran who served at any time and who has a compensable service-connected disability rating of 30 percent or more.

10-Point Disability Preference (XP) – Ten points are added to the **passing** examination score or rating of:

- A veteran who served at any time and has a present service-connected disability or is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs but does not qualify as a CP or CPS; **or**
- A veteran who received a Purple Heart.

10-Point Derived Preference (XP) – Ten points are added to the **passing** examination score or rating of spouses, widows, widowers, or parents of veterans. This type of preference is usually referred to as “derived preference” because it is based on service of a veteran who is not able to use the preference. Both a parent and a spouse (including widow or widower) may be entitled to preference on the basis of the same veteran’s service if they both meet the requirements. However, neither may receive preference if the veteran is living **and** is qualified for Federal employment.

30 Percent or More Disabled Veterans – This authority enables a hiring manager to appoint an eligible candidate to any position for which he or she is qualified, without competition. Unlike the VRA, there’s no grade-level limitation. Initial appointments are noncompetitive temporary appointments of more than 60 days or term appointments. The agency may convert the employee, without a break in service, to a career or career-conditional appointment at any time during the employee’s temporary or term appointment.

Additional Information

- [Armed Forces Expeditionary Medal \(AFEM\) – Authorized Operations](#)
- [FAQs](#)
- [Global War on Terrorism Expeditionary \(GWOT-E\) Medal, Approved Areas of Eligibility \(AOE\), Operation Enduring Freedom \(OEF\), Operation Iraqi Freedom \(OIF\), Operation New Dawn \(OND\), and Operation Freedom’s Sentinel \(OFS\)](#)
- [Global War on Terrorism Expeditionary Medal – Approved Operations](#)
- [Global War on Terrorism Expeditionary Medal – Approved Operations](#)
- [Global War on Terrorism Expeditionary \(GWOT-E\) Medal, Approved Areas of Eligibility \(AOE\), Operation Enduring Freedom \(OEF\), Operation Iraqi Freedom \(OIF\), and Operation New Dawn \(OND\)](#)
- [Global War on Terrorism Expeditionary \(GWOT-E\) Medal – Approved Areas of Eligibility \(AOE\) for Operation Enduring Freedom \(OEF\), Operation Iraqi Freedom \(OIF\), and Operation New Dawn \(OND\) Global](#)
- [Iraqi Campaign Medal – Approved Campaign Phases](#)
- [Office of the Under Secretary for Personnel and Readiness](#)
- [Office and Enlisted Personnel Management - OEPM Functions](#)
- [Southwest Asia Service Medal \(SWASM\) – Approved Campaigns](#)

Chief Human Capital Officers Council (CHCOC) Memoranda

2002:

- Three New Medals Recognizing Veterans' Service

2004:

- Global War on Terrorism Medals to Recognize Veterans' Service
- Ten Things You Can Do To Improve Federal Hiring

2005:

- Medals Qualifying for Veterans' Preference

2007:

- Consideration Under the Veterans Employment Opportunities Act of 1998 (VEOA)
- Change in Service-Connected Disability Veterans' Preference Eligibility

2008:

- Revision of Standard Form 15, Application for 10-Point Veteran Preference
- Applying Veterans' Preference for Applicants on Active Military Duty

2009:

- Change in Maximum Entry-age Requirements for Veterans' Preference Eligibles

2010:

- Reemployment of Civilian Retirees Under the National Defense Authorization Act for Fiscal Year 2010
- Military Spouse Internship

2011:

- Policy guidance on the reemployment of civilian retirees under the National Defense Authorization Act (NDAA) for Fiscal Year 2010

2012:

- VOW (Veterans Opportunity to Work) to Hire Heroes Act of 2011

2013:

- Changes to Veterans' Preference

2015:

- Wounded Warriors Federal Leave Act of 2015

2016:

- Disabled Veteran Leave (Wounded Warrior Federal Leave Act of 2015)
- Gold Star Fathers Act of 2015 (Derived Veterans' Preference for Parents)