

**APPOINTING AUTHORITIES FOR VETERANS**

<b>VETERANS EMPLOYMENT OPPORTUNITIES ACT OF 1998 (VEOA)</b>	<b>30% DISABLED VETERAN PROGRAM</b>
<p>Preference eligibles <b>OR</b> veterans who have been separated from the armed forces under honorable conditions after substantially completing at least 3 years of continuous active service may apply. Note: It is customary for the military to release individuals a few days before completing their 3 year tour "for the convenience of the government." These individuals should normally be considered eligible to compete under these provisions.</p>	<p>Veterans who have a compensable service-connected disability of 30% or more are eligible for <b>noncompetitive</b> appointments under the 30% Disabled Veteran Program.</p>
<p>All merit promotion announcements open to applicants outside of Department of Defense must include this statement: "Preference eligibles or veterans who have been separated from the armed forces under honorable conditions after 3 years or more of continuous active service may apply."</p>	<p>The disability must be documented by a notice of retirement or discharge from active military service dated at any time <b>OR</b> by a notice of compensable disability rating from the Department of Veteran Affairs (VA) dated within the last 12 months.</p>
<p>Act makes it a Prohibited Personnel Practice to knowingly take or fail to take a personnel action if that action or failure to act would violate a statutory or regulatory veterans' preference requirement.</p>	<p>Disabled veterans must initially serve under a temporary appointment of more than 60 days or a term appointment. Agencies may convert the disabled veteran to a permanent <b>competitive</b> appointment at any time during the temporary or term appointment</p>
<p>Allows eligibles who believe an agency has violated his/her rights under any law or regulation related to veterans' preference to file a formal complaint with the Department of Labor (DOL), and provides for appeals to MSPB and/or judicial redress when the complaint is not resolved satisfactorily.</p>	<p>There are no grade restrictions or time limits for 30% disabled veteran appointments.</p>
<p>Retroactive to 10/31/98 the Act allows eligible veterans to compete under Merit Promotion procedures. If selected from the BQ group, they will be given a career conditional appointment in the <b>competitive</b> service.</p>	<p>Appointees must meet all qualification requirements for the position, including a passing score on written test requirements.</p>
<p>The legal authority and new authority code are ZBA-P.L. 106-117, Sec. 511. Nature of action codes are 100, 101, 500 and 501. The authority code was effective 12/1/99.</p>	<p>The legal authority and authority codes are:                      Temp - NEM Reg. 316.402 (b)(4)                      Term - MMM Reg. 316.302&gt;(b)(4)&lt;</p>

Source: PL 105-339 dated 10/31/98 & PL 106-117, Section 511 dated 11/30/99  
 5 CFR Part 315.611 and 5 CFR 335.106

Sources: 5 CFR Part 316.402 (Temp) & PL 106-117, Section 511 dated 11/30/99  
 5 CFR Part 316.302 (Term)

VETERANS READJUSTMENT APPOINTMENT (VRA)	VETERANS RECRUITMENT APPOINTMENT (FORMERLY VETERANS READJUSTMENT APPOINTMENT) (VRA)
<p>Veterans who served on active duty for more than 180 days, all or any part of which occurred after 8/4/64 (2/28/61 for those who actually served in the Republic of Vietnam) and received other than a dishonorable discharge, are VRA eligible, up to grade GS-11 or equivalent.</p> <p>Veterans must have been released from active duty under conditions other than dishonorable.</p> <ul style="list-style-type: none"> <li>• The maximum grade level at which appointments may be made is GS-11;</li> <li>• Veterans must be “qualified,” i.e., able to perform the essential functions of the position with or without reasonable accommodation for a disability;</li> <li>• Veterans with less than 15 years of education must still receive training or education; and</li> <li>• After two years of successful employment, appointments must be converted to career conditional.</li> </ul>	<p>Those eligible for an appointment under this authority include:</p> <ul style="list-style-type: none"> <li>• Disabled veterans;</li> <li>• Veterans who served on active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized;</li> <li>• Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal (AFSM) was awarded; and</li> <li>• Recently separated veterans. Recently separated veterans are defined as those who have separated from active service within the last three years.</li> </ul> <p>Individuals in the first three categories above may be appointed or converted to a VRA appointment without regard to any time limit.</p> <p>There are no length of service requirements for <u>any</u> category of veteran.</p> <p>Veterans who are not disabled and who do not have a campaign badge or AFSM may only be appointed within the first three years after their most recent separation. This provision not only affects individuals who are applying for an initial appointment, but also affects current VRA appointees who wish to convert to new appointments. Such individuals are, however, continued in their current VRA appointments and are converted to career/career-conditional appointment at the appropriate time.</p> <p>The new provisions do not specifically require that the veteran have been “released from active duty under conditions other than dishonorable.” We are waiting for additional guidance on this issue from OPM DoD and DoN.</p> <ul style="list-style-type: none"> <li>• Same</li> <li>• Same</li> <li>• Same</li> <li>• Same</li> </ul>
<p>Vietnam era veterans (active duty between 8/5/64 and 5/7/75) and post-Vietnam era veterans (active duty after 5/7/75) may be <b>noncompetitively</b> appointed only if they were <u>discharged within the last 10 years.</u> *</p>	<p>There are no length of service requirements for <u>any</u> category of veteran.</p>
<p>VRA appointees are initially hired for a two-year period in the <b>excepted</b> service. After 2 years of continuous, satisfactory service, the appointment is converted to the <b>competitive</b> service.</p>	<p>Same</p>
<p>*Veterans with a service-connected disability of 30% or more have no time limit. Veterans do not need to serve more than 180 days of active duty if they were discharged or released from active duty because of a service-connected disability.</p>	<p>Same</p>
<p>Veterans with less than 15 years of education must participate in a training or educational program.</p>	<p>Same.</p>
<p>The legal authority and authority code are J8M Reg. 307.103</p>	<p>The legal authority and authority code are yet to be determined by OPM.</p>

Source: 5CFR Part 307 and OPM VetGuide

Source: PL 107-288 dated 11/07/02 and OPM VetGuide 04/03

**NOTE: THIS CHART IS INTENDED AS A QUICK REFERENCE TOOL ONLY, AND IS NOT ALL-INCLUSIVE. FOR ADDITIONAL INFORMATION ON THESE AUTHORITIES, PLEASE REFER TO THE 5 CFR, VETGUIDE AND PUBLIC LAW.**