

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001a. fax	cover sheet, Robert Jones to Molly Brostrom (partial) (1 page)	04/18/1996	P6/b(6)
001b. list	Interagency Veterans Policy Group meeting attendees (partial) (2 pages)	04/19/1996	P6/b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Molly Brostrom
OA/Box Number: 8398

FOLDER TITLE:

Veterans Preference [1]

2012-0326-S

kc788

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

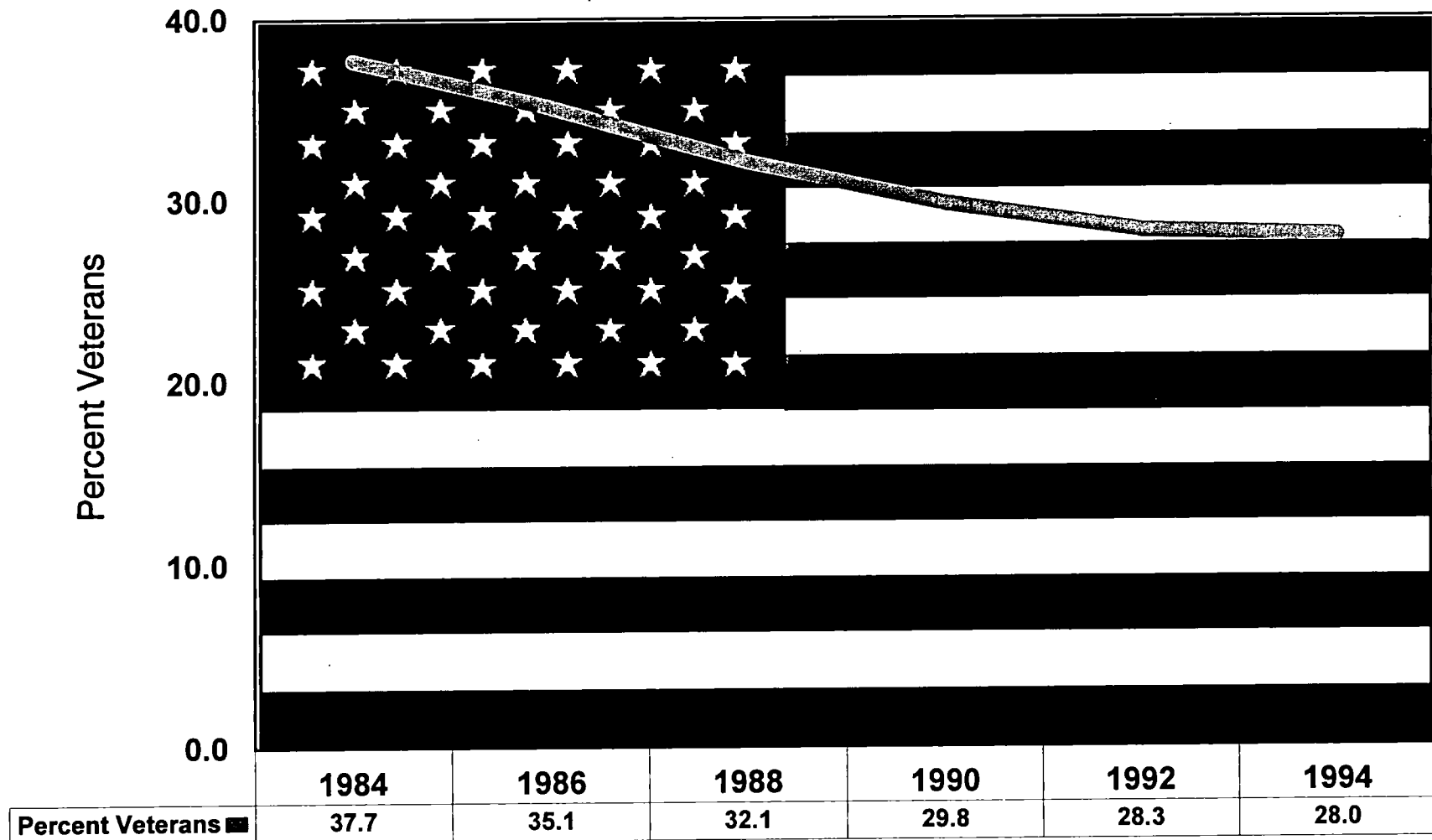
- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

Len Klein
606-0800

**PHOTOCOPY
PRESERVATION**

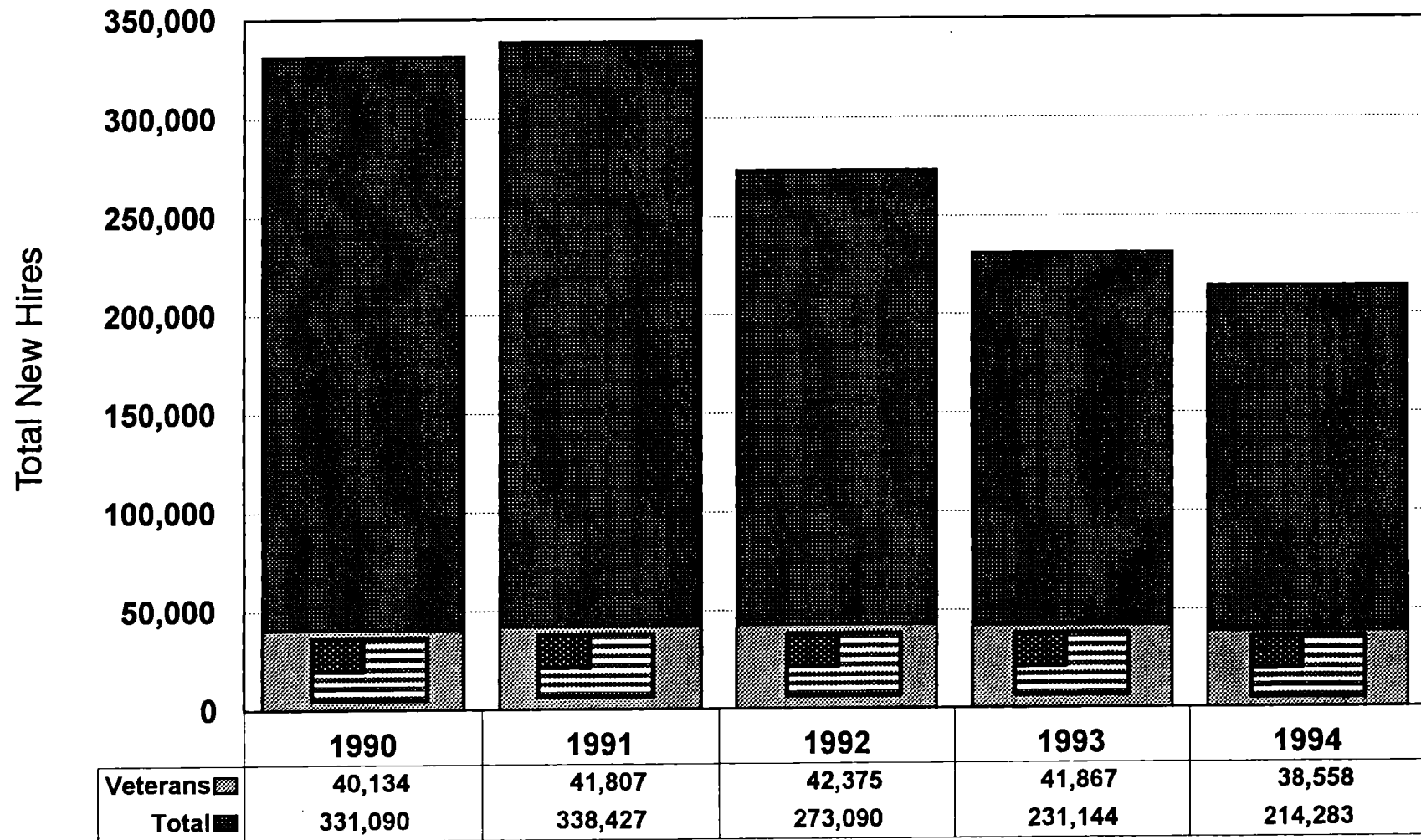
CLINTON LIBRARY PHOTOCOPY

Percentage of Veterans in the Federal Workforce Stabilizes



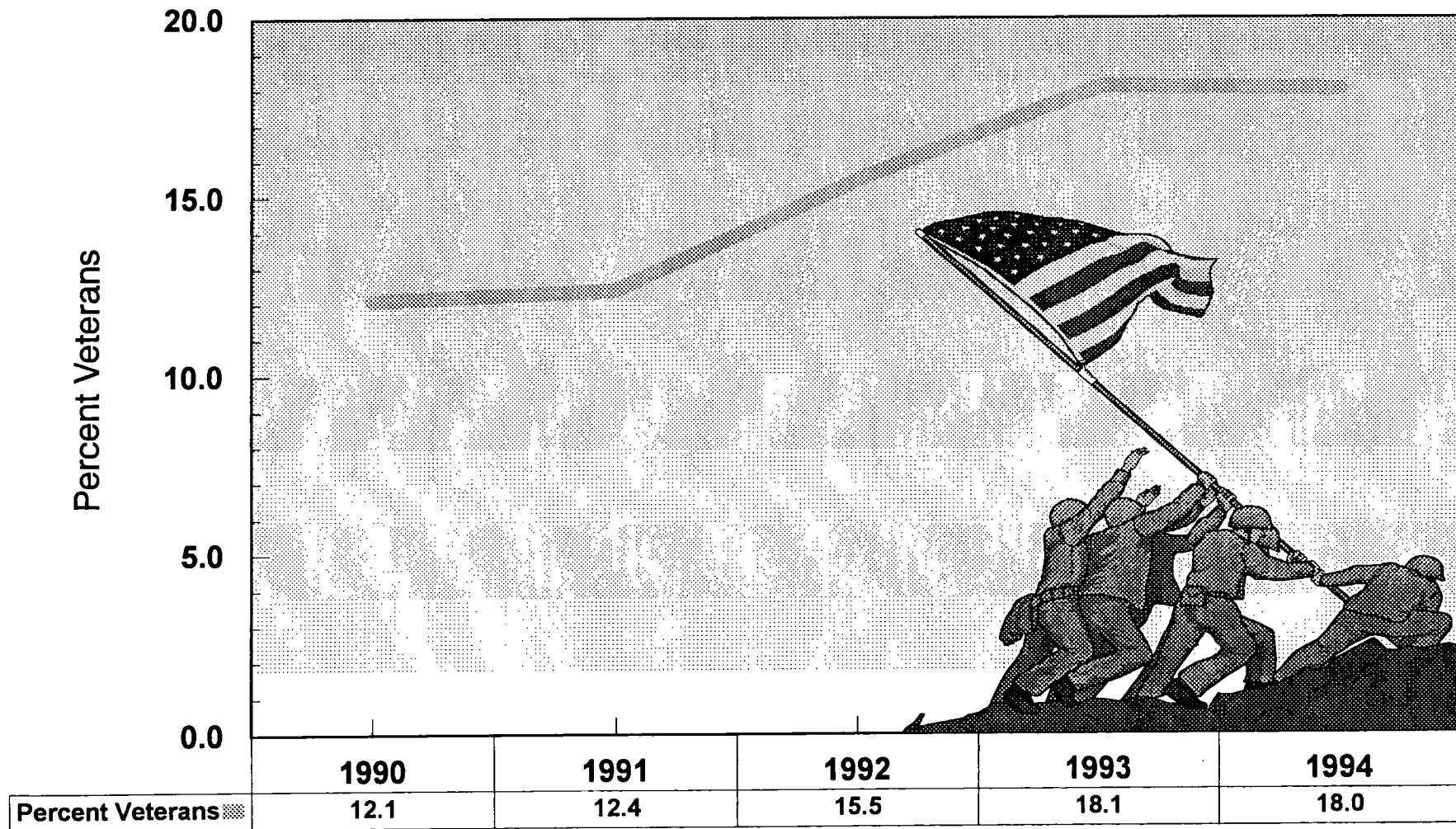
Source: U.S. OPM publication **Affirmative Employment Statistics**

Hiring of Veterans Remains Stable Despite Overall Hiring Declines



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

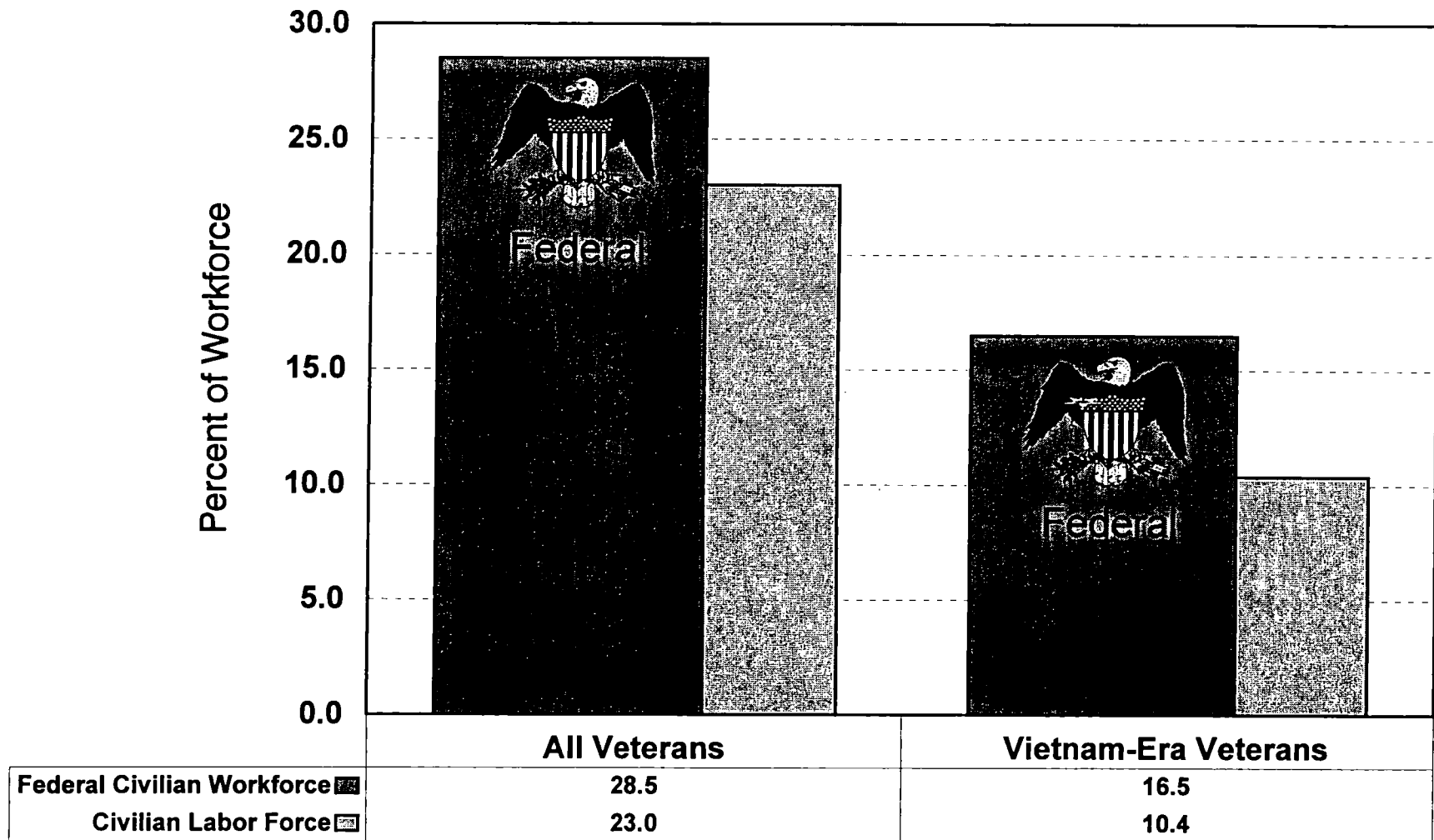
Veterans Percentage of Federal Civilian Total New Hires Has Increased Steadily Since 1990



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

1995 #'s → March-April

Veterans Representation in the Federal Civilian Workforce is Higher Than in the Civilian Labor Force



serv'hyd *disab*
1.7 *5.8% wkforce - fed'l*
1.1 *3.2% - nat'l*

Source: U.S. OPM's Central Personnel Data File and BLS's Current Population Survey, September 1993

3/96

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
ALL
CPOF DATA AS OF MAR 1996

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
AD U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1	3	4	0	2	2	1	5	6
AF DEPARTMENT OF THE AIR FORCE	1	3	4	0	2	2	1	5	6
AG DEPARTMENT OF AGRICULTURE	5	7	12	0	2	2	5	9	14
AH NAT FOUNDATION ON ARTS AND HUMANITIES	1	39	40	0	30	30	1	69	70
A1 U.S. INSTITUTE OF PEACE	0	0	0	0	1	1	0	1	1
AM U.S. INTERNAL DEVELOPMENT COOPERATION AGY	2	7	9	0	4	4	2	11	13
AP APPALACHIAN REGIONAL COMMISSION	0	1	1	0	0	0	0	1	1
AR DEPARTMENT OF THE ARMY	2	5	7	0	2	2	2	7	9
AU FEDERAL LABOR RELATIONS AUTHORITY	3	0	3	0	1	1	3	1	4
BD MERIT SYSTEMS PROTECTION BOARD	1	1	2	0	1	1	1	2	3
BF DEFENSE NUCLEAR FACILITIES SAFETY BOARD	1	3	4	0	0	0	1	3	4
BO OFFICE OF MANAGEMENT AND BUDGET	0	2	2	0	1	1	0	3	3
CE COUNCIL OF ECONOMIC ADVISORS	0	1	1	0	1	1	0	2	2
CM DEPARTMENT OF COMMERCE	4	13	17	0	9	9	4	22	26
CT COMMODITY FUTURES TRADING COMMISSION	1	1	2	0	1	1	1	2	3
CU NATIONAL CREDIT UNION ADMINISTRATION	0	2	2	0	1	1	0	3	3
CX NAT CMSN ON LIBRARIES AND INFO SCIENCE	0	1	1	0	1	1	0	2	2
DD DEPARTMENT OF DEFENSE	13	12	25	0	7	7	13	19	32
DJ DEPARTMENT OF JUSTICE	25	121	146	0	33	33	25	154	179
DL DEPARTMENT OF LABOR	3	4	7	0	4	4	3	8	11
DN DEPARTMENT OF ENERGY	2	11	13	0	8	8	2	19	21
EB EXPORT-IMPORT BANK OF THE UNITED STATES	0	1	1	0	3	3	0	4	4
ED DEPARTMENT OF EDUCATION	1	13	14	0	10	10	1	23	24
EE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0	4	4	0	1	1	0	5	5
EM FEDERAL EMERGENCY MANAGEMENT AGENCY	0	3	3	0	3	3	0	6	6
EO MORRIS K UDALL SCHOLARSHIP...FOUNDATION	0	1	1	0	1	1	0	2	2
EP ENVIRONMENTAL PROTECTION AGENCY	0	8	8	0	3	3	0	11	11
FC FEDERAL COMMUNICATIONS COMMISSION	2	1	3	0	2	2	2	3	5
FD FEDERAL DEPOSIT INSURANCE CORPORATION	1	1	2	0	1	1	1	2	3
FL FARM CREDIT ADMINISTRATION	0	1	1	0	1	1	0	2	2
FM FED MEDIATION AND CONCILIATION SERVICE	0	1	1	0	0	0	0	1	1
FT FEDERAL TRADE COMMISSION	1	1	2	0	3	3	1	4	5
FW OFFICE OF SPECIAL COUNSEL	0	0	0	0	1	1	0	1	1
GG OFFICE OF GOVERNMENT ETHICS	1	0	1	0	0	0	1	0	1
GS GENERAL SERVICES ADMINISTRATION	0	1	1	0	0	0	0	1	1
GY INTERNATIONAL JOINT CMSN: U.S. & CANADA	0	1	1	0	2	2	0	3	3
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES	1	7	8	0	7	7	1	14	15
HT HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	3	3	0	0	0	0	3	3
HU DEPARTMENT OF HOUSING AND URBAN DEVELOPM	1	8	9	0	3	3	1	11	12
IB U.S. INFORMATION AGENCY	1	7	8	0	3	3	1	10	11
IN DEPARTMENT OF INTERIOR	0	7	7	0	6	6	0	13	13
KS CORP FOR NATIONAL AND COMMUNITY SERVICE	0	2	2	0	2	2	0	4	4
LF FEDERAL ELECTION COMMISSION	1	1	2	0	2	2	1	3	4
MC FEDERAL MARITIME COMMISSION	0	4	4	0	0	0	0	4	4
NF NATIONAL SCIENCE FOUNDATION	0	1	1	0	1	1	0	2	2
NL NATIONAL LABOR RELATIONS BOARD	0	3	3	0	1	1	0	4	4
NM NATIONAL MEDIATION BOARD	0	1	1	0	0	0	0	1	1
NN NAT AERONAUTICS AND SPACE ADMINISTRATION	0	2	2	0	1	1	0	3	3

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

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3/96POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
ALL
CPDF DATA AS OF MAR 1996

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
NQ NAT ARCHIVES AND RECORDS ADMINISTRATION	0	1	1	0	0	0	0	1	1
NU NUCLEAR REGULATORY COMMISSION	0	1	1	0	2	2	0	3	3
NV DEPARTMENT OF THE NAVY	3	3	6	0	1	1	3	4	7
OM U.S. OFFICE OF PERSONNEL MANAGEMENT	1	1	2	0	1	1	1	2	3
OS OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	0	1	1	0	1	1	0	2	2
PK PENNSYLVANIA AVENUE DEVELOPMENT CORP	0	0	0	0	2	2	0	2	2
PU PEACE CORPS	0	1	1	0	0	0	0	1	1
QQ OFFICE OF NATIONAL DRUG CONTROL POLICY	0	1	1	1	1	2	1	2	3
RR RAILROAD RETIREMENT BOARD	1	2	3	0	0	0	1	2	3
RS FED MINE SAFETY AND HEALTH REVIEW CMSN	0	2	2	0	2	2	0	4	4
SB SMALL BUSINESS ADMINISTRATION	2	1	3	0	0	0	2	1	3
SE SECURITIES AND EXCHANGE COMMISSION	2	2	4	0	0	0	2	2	4
SK CONSUMER PRODUCT SAFETY COMMISSION	0	1	1	0	2	2	0	3	3
SS SELECTIVE SERVICE SYSTEM	1	0	1	0	0	0	1	0	1
ST DEPARTMENT OF STATE	5	16	21	0	12	12	5	28	33
TB NATIONAL TRANSPORTATION SAFETY BOARD	2	3	5	0	0	0	2	3	5
TC U.S. INTERNATIONAL TRADE COMMISSION	1	0	1	0	0	0	1	0	1
TD DEPARTMENT OF TRANSPORTATION	2	10	12	0	6	6	2	16	18
TN OFFICE OF THE U.S. TRADE REPRESENTATIVE	0	2	2	0	1	1	0	3	3
TR DEPARTMENT OF TREASURY	0	16	16	0	5	5	0	21	21
TS OFFICE OF SCIENCE AND TECHNOLOGY POLICY	0	4	4	0	0	0	0	4	4
VA DEPARTMENT OF VETERANS AFFAIRS	6	3	9	1	0	1	7	3	10
ALL AGENCY TOTAL	101	391	492	2	204	206	103	595	698
STATE DEPARTMENT AMBASSADORS - CAREER	20	78	98	0	15	15	20	93	113
STATE DEPARTMENT AMBASSADORS - NON-CAREER	5	41	46	0	8	8	5	49	54
STATE DEPARTMENT AMBASSADORS - TOTAL	25	119	144	0	23	23	25	142	167
GRAND TOTAL	126	510	636	2	227	229	128	737	865

20% of all male
appointees are
veterans26% of all
appointees are
women15% of all
appointees are
veterans

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

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3/96

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
VIETNAM GENERATION (BORN 1/35 - 12/55)
CPDF DATA AS OF MAR 1996

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
AD U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1	1	2	0	1	1	1	2	3
AF DEPARTMENT OF THE AIR FORCE	1	3	4	0	1	1	1	4	5
AG DEPARTMENT OF AGRICULTURE	3	4	7	0	2	2	3	6	9
AH NAT FOUNDATION ON ARTS AND HUMANITIES	0	26	26	0	20	20	0	46	46
AI U.S. INSTITUTE OF PEACE	0	0	0	0	1	1	0	1	1
AM U.S. INTERNAL DEVELOPMENT COOPERATION AGY	1	6	7	0	3	3	1	9	10
AP APPALACHIAN REGIONAL COMMISSION	0	1	1	0	0	0	0	1	1
AR DEPARTMENT OF THE ARMY	2	5	7	0	2	2	2	7	9
AU FEDERAL LABOR RELATIONS AUTHORITY	1	0	1	0	1	1	1	1	2
BD MERIT SYSTEMS PROTECTION BOARD	1	1	2	0	1	1	1	2	3
BF DEFENSE NUCLEAR FACILITIES SAFETY BOARD	0	1	1	0	0	0	0	1	1
BO OFFICE OF MANAGEMENT AND BUDGET	0	2	2	0	0	0	0	2	2
CE COUNCIL OF ECONOMIC ADVISORS	0	1	1	0	1	1	0	2	2
CM DEPARTMENT OF COMMERCE	3	13	16	0	5	5	3	18	21
CT COMMODITY FUTURES TRADING COMMISSION	0	1	1	0	1	1	0	2	2
CU NATIONAL CREDIT UNION ADMINISTRATION	0	2	2	0	1	1	0	3	3
DD DEPARTMENT OF DEFENSE	10	7	17	0	5	5	10	12	22
DJ DEPARTMENT OF JUSTICE	18	104	122	0	31	31	18	135	153
DL DEPARTMENT OF LABOR	2	4	6	0	4	4	2	8	10
DN DEPARTMENT OF ENERGY	1	8	9	0	8	8	1	16	17
EB EXPORT-IMPORT BANK OF THE UNITED STATES	0	1	1	0	2	2	0	3	3
ED DEPARTMENT OF EDUCATION	0	9	9	0	8	8	0	17	17
EE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0	3	3	0	1	1	0	4	4
EM FEDERAL EMERGENCY MANAGEMENT AGENCY	0	3	3	0	3	3	0	6	6
EO MORRIS K UDALL SCHOLARSHIP...FOUNDATION	0	1	1	0	1	1	0	2	2
EP ENVIRONMENTAL PROTECTION AGENCY	0	7	7	0	3	3	0	10	10
FC FEDERAL COMMUNICATIONS COMMISSION	1	1	2	0	1	1	1	2	3
FD FEDERAL DEPOSIT INSURANCE CORPORATION	0	1	1	0	1	1	0	2	2
FL FARM CREDIT ADMINISTRATION	0	1	1	0	1	1	0	2	2
FM FED MEDIATION AND CONCILIATION SERVICE	0	1	1	0	0	0	0	1	1
FT FEDERAL TRADE COMMISSION	0	1	1	0	3	3	0	4	4
FW OFFICE OF SPECIAL COUNSEL	0	0	0	0	1	1	0	2	2
GY INTERNATIONAL JOINT CMSN: U.S. & CANADA	0	1	1	0	1	1	0	1	1
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES	0	7	7	0	6	6	0	13	13
HT HARRY S. TRUMAN SCHOLARSHIP FOUNDATION	0	2	2	0	0	0	0	2	2
HU DEPARTMENT OF HOUSING AND URBAN DEVELOPM	1	6	7	0	3	3	1	9	10
IB U.S. INFORMATION AGENCY	1	4	5	0	3	3	1	7	8
IN DEPARTMENT OF INTERIOR	0	5	5	0	5	5	0	10	10
KS CORP FOR NATIONAL AND COMMUNITY SERVICE	0	1	1	0	1	1	0	2	2
LF FEDERAL ELECTION COMMISSION	0	1	1	0	0	0	0	1	1
MC FEDERAL MARITIME COMMISSION	0	2	2	0	0	0	0	2	2
NF NATIONAL SCIENCE FOUNDATION	0	1	1	0	1	1	0	2	2
NL NATIONAL LABOR RELATIONS BOARD	0	3	3	0	1	1	0	4	4
NM NATIONAL MEDIATION BOARD	0	1	1	0	0	0	0	1	1
NN NAT AERONAUTICS AND SPACE ADMINISTRATION	0	2	2	0	1	1	0	3	3
NO NAT ARCHIVES AND RECORDS ADMINISTRATION	0	0	0	0	2	2	0	2	2
NU NUCLEAR REGULATORY COMMISSION	0	3	5	0	1	1	2	4	6
NV DEPARTMENT OF THE NAVY	2	3	5	0	1	1	2	4	6

- NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

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3/96

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
VIETNAM GENERATION (BORN 1/35 - 12/55)
CPDF DATA AS OF MAR 1996

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
OM U.S. OFFICE OF PERSONNEL MANAGEMENT	1	1	2	0	1	1	1	2	3
OS OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	0	1	1	0	1	1	0	2	2
PK PENNSYLVANIA AVENUE DEVELOPMENT CORP	0	0	0	0	1	1	0	1	1
QQ OFFICE OF NATIONAL DRUG CONTROL POLICY	0	1	1	1	1	2	1	2	3
RR RAILROAD RETIREMENT BOARD	1	2	3	0	0	0	1	2	3
RS FED MINE SAFETY AND HEALTH REVIEW CMSN	0	1	1	0	2	2	0	3	3
SB SMALL BUSINESS ADMINISTRATION	2	1	3	0	0	0	2	1	3
SE SECURITIES AND EXCHANGE COMMISSION	0	2	2	0	0	0	0	2	2
SK CONSUMER PRODUCT SAFETY COMMISSION	0	1	1	0	2	2	0	3	3
SS SELECTIVE SERVICE SYSTEM	1	0	1	0	0	0	1	0	1
ST DEPARTMENT OF STATE	1	14	15	0	10	10	1	24	25
TB NATIONAL TRANSPORTATION SAFETY BOARD	2	3	5	0	0	0	2	3	5
TD DEPARTMENT OF TRANSPORTATION	0	7	7	0	5	5	0	12	12
TN OFFICE OF THE U.S. TRADE REPRESENTATIVE	0	2	2	0	1	1	0	3	3
TR DEPARTMENT OF TREASURY	0	13	13	0	3	3	0	16	16
TS OFFICE OF SCIENCE AND TECHNOLOGY POLICY	0	2	2	0	0	0	0	2	2
VA DEPARTMENT OF VETERANS AFFAIRS	6	3	9	1	0	1	7	3	10
ALL AGENCY TOTAL	63	313	376	2	165	167	65	478	543
STATE DEPARTMENT AMBASSADORS - CAREER	17	75	92	0	14	14	17	89	106
STATE DEPARTMENT AMBASSADORS - NON-CAREER	3	29	32	0	4	4	3	33	36
STATE DEPARTMENT AMBASSADORS - TOTAL	20	104	124	0	18	18	20	122	142
GRAND TOTAL	83	417	500	2	183	185	85	600	685

17% of all male
Vietnam generation
appointees are
veterans

27% of all
Clinton appointees
are women

12% of all
appointees of
Vietnam generation
age are veteran

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

Bush 1
3/92

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
ALL
CPDF DATA AS OF MAR 1992

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
AD U.S. ARMS CONTROL AND DISARMAMENT AGENCY	1	10	11	0	2	2	1	12	13
AF DEPARTMENT OF THE AIR FORCE	4	0	4	0	2	2	4	2	6
AG DEPARTMENT OF AGRICULTURE	2	9	11	0	3	3	2	12	14
AH NAT FOUNDATION ON ARTS AND HUMANITIES	1	47	48	0	24	24	1	71	72
AK OFC OF FED INSP FOR AK NAT GAS TRANS SYS	0	1	1	0	0	0	0	1	1
AM U.S. INTERNL DEVELOPMENT COOPERATION AGY	8	9	17	0	3	3	8	12	20
AP APPALACHIAN REGIONAL COMMISSION	0	0	0	0	2	2	0	2	2
AR DEPARTMENT OF THE ARMY	2	4	6	0	3	3	2	7	9
AU FEDERAL LABOR RELATIONS AUTHORITY	1	0	1	0	2	2	1	2	3
BD MERIT SYSTEMS PROTECTION BOARD	0	2	2	0	2	2	0	4	4
BF DEFENSE NUCLEAR FACILITIES SAFETY BOARD	1	2	3	0	0	0	1	2	3
BI NAT CMSN ON AM IND, AK NAT & NAT HI HOUS	0	9	9	0	3	3	0	12	12
BO OFFICE OF MANAGEMENT AND BUDGET	0	3	3	0	0	0	0	3	3
CE COUNCIL OF ECONOMIC ADVISORS	0	1	1	0	0	0	0	1	1
CM DEPARTMENT OF COMMERCE	4	10	14	0	6	6	4	16	20
CT COMMODITY FUTURES TRADING COMMISSION	1	2	3	0	2	2	1	4	5
CU NATIONAL CREDIT UNION ADMINISTRATION	1	1	2	0	1	1	1	2	3
CX NAT CMSN ON LIBRARIES AND INFO SCIENCE	0	1	1	0	0	0	0	1	1
DD DEPARTMENT OF DEFENSE	17	14	31	0	1	1	17	15	32
DJ DEPARTMENT OF JUSTICE	39	63	102	1	3	4	40	66	106
DL DEPARTMENT OF LABOR	2	5	7	0	4	4	2	9	11
DN DEPARTMENT OF ENERGY	5	12	17	0	2	2	5	14	19
EB EXPORT-IMPORT BANK OF THE UNITED STATES	1	2	3	0	2	2	1	4	5
ED DEPARTMENT OF EDUCATION	1	51	52	0	23	23	1	74	75
EE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	1	4	5	0	2	2	1	6	7
EM FEDERAL EMERGENCY MANAGEMENT AGENCY	4	4	8	0	0	0	4	4	8
EP ENVIRONMENTAL PROTECTION AGENCY	2	5	7	0	2	2	2	7	9
FC FEDERAL COMMUNICATIONS COMMISSION	0	1	1	0	1	1	0	2	2
FD FEDERAL DEPOSIT INSURANCE CORPORATION	2	1	3	0	0	0	2	1	3
FL FARM CREDIT ADMINISTRATION	1	2	3	0	0	0	1	2	3
FM FED MEDIATION AND CONCILIATION SERVICE	0	1	1	0	0	0	0	1	1
FT FEDERAL TRADE COMMISSION	0	2	2	0	3	3	0	5	5
FW OFFICE OF SPECIAL COUNSEL	0	0	0	0	1	1	0	1	1
GG OFFICE OF GOVERNMENT ETHICS	1	0	1	0	0	0	1	0	1
GS GENERAL SERVICES ADMINISTRATION	1	1	2	0	0	0	1	1	2
GY INTERNATIONAL JOINT CMSN: U.S. & CANADA	1	1	2	0	1	1	1	2	3
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES	1	6	7	0	5	5	1	11	12
HU DEPARTMENT OF HOUSING AND URBAN DEVELOPM	5	5	10	0	2	2	5	7	12
IB U.S. INFORMATION AGENCY	1	10	11	0	2	2	1	12	13
IC INTERSTATE COMMERCE COMMISSION	2	1	3	0	2	2	2	3	5
IN DEPARTMENT OF INTERIOR	5	9	14	0	1	1	5	10	15
KA NATIONAL COMMISSION ON CHILDREN	0	3	3	0	2	2	0	5	5
KG ACTION	1	0	1	0	2	2	1	2	3
LF FEDERAL ELECTION COMMISSION	1	1	2	0	2	2	1	3	4
LP GOVERNMENT PRINTING OFFICE	1	0	1	0	0	0	1	0	1
LY NAT CMSN ON ACQUIRED IMMUNE DEFIC SYNDRM	0	8	8	0	0	0	0	8	8
MC FEDERAL MARITIME COMMISSION	2	3	5	0	0	0	2	3	5
NF NATIONAL SCIENCE FOUNDATION	0	2	2	0	0	0	0	2	2

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

Bush 2

3/92

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
ALL
CPDF DATA AS OF MAR 1992

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
NL NATIONAL LABOR RELATIONS BOARD	3	1	4	0	0	0	3	1	4
NM NATIONAL MEDIATION BOARD	0	2	2	0	1	1	0	3	3
NN NAT AERONAUTICS AND SPACE ADMINISTRATION	2	0	2	0	0	0	2	0	2
NQ NAT ARCHIVES AND RECORDS ADMINISTRATION	0	1	1	0	0	0	0	1	1
NU NUCLEAR REGULATORY COMMISSION	0	3	3	0	1	1	0	4	4
NV DEPARTMENT OF THE NAVY	4	1	5	0	4	4	4	5	9
OM U.S. OFFICE OF PERSONNEL MANAGEMENT	0	1	1	0	1	1	0	2	2
OS OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	1	1	2	0	1	1	1	2	3
PK PENNSYLVANIA AVENUE DEVELOPMENT CORP	0	0	0	0	1	1	0	1	1
PU PEACE CORPS	0	0	0	0	1	1	0	1	1
RF FED RETIREMENT THRIFT INVESTMENT BOARD	0	1	1	0	0	0	0	1	1
RR RAILROAD RETIREMENT BOARD	1	2	3	0	0	0	1	2	3
RS FED MINE SAFETY AND HEALTH REVIEW CMSN	1	0	1	0	2	2	1	2	3
SB SMALL BUSINESS ADMINISTRATION	1	1	2	0	1	1	1	2	3
SE SECURITIES AND EXCHANGE COMMISSION	1	3	4	0	1	1	1	4	5
SK CONSUMER PRODUCT SAFETY COMMISSION	0	0	0	0	3	3	0	3	3
SS SELECTIVE SERVICE SYSTEM	0	1	1	0	0	0	0	1	1
ST DEPARTMENT OF STATE	11	15	26	0	6	6	11	21	32
SU SUSQUEHANNA RIVER BASIN COMMISSION	1	0	1	0	0	0	1	0	1
TB NATIONAL TRANSPORTATION SAFETY BOARD	0	2	2	0	0	0	0	2	2
TC U.S. INTERNATIONAL TRADE COMMISSION	1	0	1	0	0	0	1	0	1
TD DEPARTMENT OF TRANSPORTATION	3	7	10	0	3	3	3	10	13
TN OFFICE OF THE U.S. TRADE REPRESENTATIVE	0	1	1	0	2	2	0	3	3
TR DEPARTMENT OF TREASURY	4	12	16	0	8	8	4	20	24
TS OFFICE OF SCIENCE AND TECHNOLOGY POLICY	0	2	2	0	0	0	0	2	2
UJ JAPAN-UNITED STATES FRIENDSHIP CMSN	0	1	1	0	0	0	0	1	1
VA DEPARTMENT OF VETERANS AFFAIRS	7	5	12	1	1	2	8	6	14
ALL AGENCY TOTAL	164	391	555	2	155	157	166	546	712
STATE DEPARTMENT AMBASSADORS - CAREER	35	64	99	0	12	12	35	76	111
STATE DEPARTMENT AMBASSADORS - NON-CAREER	8	23	31	0	8	8	8	31	39
STATE DEPARTMENT AMBASSADORS - TOTAL	43	87	130	0	20	20	43	107	150
GRAND TOTAL	207	478	685	2	175	177	209	653	862

30% of all
males were
veterans

20% of all
appointees were
women

24% of all
appointees
were veterans

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

Bush 3
3/92

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
VIETNAM GENERATION (BORN 1/35 - 12/55)
CPDF DATA AS OF MAR 1992

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
AD U.S. ARMS CONTROL AND DISARMAMENT AGENCY	0	4	4	0	0	0	0	4	4
AF DEPARTMENT OF THE AIR FORCE	4	0	4	0	2	2	4	2	6
AG DEPARTMENT OF AGRICULTURE	1	6	7	0	3	3	1	9	10
AH NAT FOUNDATION ON ARTS AND HUMANITIES	1	26	27	0	12	12	1	38	39
AK OFC OF FED INSP FOR AK NAT GAS TRANS SYS	0	1	1	0	0	0	0	1	1
AM U.S. INTERNL DEVELOPMENT COOPERATION AGY	3	5	8	0	1	1	3	6	9
AP APPALACHIAN REGIONAL COMMISSION	0	0	0	0	2	2	0	2	2
AR DEPARTMENT OF THE ARMY	1	2	3	0	2	2	1	4	5
AU FEDERAL LABOR RELATIONS AUTHORITY	0	0	0	0	1	1	0	1	1
BD MERIT SYSTEMS PROTECTION BOARD	0	2	2	0	2	2	0	4	4
BF DEFENSE NUCLEAR FACILITIES SAFETY BOARD	0	1	1	0	0	0	0	1	1
BI NAT CMSN ON AM IND. AK NAT & NAT HI HOUS	0	7	7	0	0	0	0	7	7
BO OFFICE OF MANAGEMENT AND BUDGET	0	3	3	0	0	0	0	3	3
CE COUNCIL OF ECONOMIC ADVISORS	0	1	1	0	0	0	0	1	1
CM DEPARTMENT OF COMMERCE	0	7	7	0	5	5	0	12	12
CT COMMODITY FUTURES TRADING COMMISSION	1	2	3	0	2	2	1	4	5
CU NATIONAL CREDIT UNION ADMINISTRATION	0	1	1	0	1	1	0	2	2
CX NAT CMSN ON LIBRARIES AND INFO SCIENCE	0	1	1	0	0	0	0	1	1
DD DEPARTMENT OF DEFENSE	10	8	18	0	0	0	10	8	18
DJ DEPARTMENT OF JUSTICE	20	49	69	0	3	3	20	52	72
DL DEPARTMENT OF LABOR	1	5	6	0	3	3	1	8	9
DN DEPARTMENT OF ENERGY	4	7	11	0	1	1	4	8	12
EB EXPORT-IMPORT BANK OF THE UNITED STATES	0	2	2	0	2	2	0	4	4
ED DEPARTMENT OF EDUCATION	0	34	34	0	20	20	0	54	54
EE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	0	4	4	0	2	2	0	6	6
EM FEDERAL EMERGENCY MANAGEMENT AGENCY	3	1	4	0	0	0	3	1	4
EP ENVIRONMENTAL PROTECTION AGENCY	1	5	6	0	2	2	1	7	8
FC FEDERAL COMMUNICATIONS COMMISSION	0	1	1	0	1	1	0	2	2
FL FARM CREDIT ADMINISTRATION	0	1	1	0	0	0	0	1	1
FM FED MEDIATION AND CONCILIATION SERVICE	0	1	1	0	0	0	0	1	1
FT FEDERAL TRADE COMMISSION	0	2	2	0	3	3	0	5	5
FW OFFICE OF SPECIAL COUNSEL	0	0	0	0	1	1	0	1	1
GS GENERAL SERVICES ADMINISTRATION	1	0	1	0	0	0	1	0	1
GY INTERNATIONAL JOINT CMSN: U.S. & CANADA	1	1	2	0	0	0	1	1	2
HE DEPARTMENT OF HEALTH AND HUMAN SERVICES	1	4	5	0	4	4	1	8	9
HU DEPARTMENT OF HOUSING AND URBAN DEVELOPM	5	5	10	0	1	1	5	6	11
IB U.S. INFORMATION AGENCY	0	3	3	0	2	2	0	5	5
IC INTERSTATE COMMERCE COMMISSION	0	1	1	0	1	1	0	2	2
IN DEPARTMENT OF INTERIOR	3	6	9	0	1	1	3	7	10
KA NATIONAL COMMISSION ON CHILDREN	0	2	2	0	2	2	0	4	4
KG ACTION	0	0	0	0	2	2	0	2	2
LF FEDERAL ELECTION COMMISSION	0	1	1	0	0	0	0	1	1
LY NAT CMSN ON ACQUIRED IMMUNE DEFIC SYNDRM	0	6	6	0	0	0	0	6	6
MC FEDERAL MARITIME COMMISSION	0	2	2	0	0	0	0	2	2
NF NATIONAL SCIENCE FOUNDATION	0	2	2	0	0	0	0	2	2
NL NATIONAL LABOR RELATIONS BOARD	2	1	3	0	0	0	2	1	3
NM NATIONAL MEDIATION BOARD	0	2	2	0	0	0	0	2	2
NN NAT AERONAUTICS AND SPACE ADMINISTRATION	2	0	2	0	0	0	2	0	2

NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND Y ACCOUNT FOR COLI TOTALS
THAT A HIGHER THAN THE SUM OF THEIR COMPONENTS.

Bush 4
3/92

POLITICAL APPOINTMENTS REQUIRING SENATE CONFIRMATION
VIETNAM GENERATION (BORN 1/35 - 12/55)
CPDF DATA AS OF MAR 1992

AGENCY CODE AND TRANSLATION	MEN			WOMEN			TOTAL		
	VET	NONVET	TOTAL	VET	NONVET	TOTAL	VET	NONVET	TOTAL
NO NAT ARCHIVES AND RECORDS ADMINISTRATION	0	1	1	0	0	0	0	1	1
NU NUCLEAR REGULATORY COMMISSION	0	2	2	0	1	1	0	3	3
NV DEPARTMENT OF THE NAVY	3	1	4	0	4	4	3	5	8
OM U.S. OFFICE OF PERSONNEL MANAGEMENT	0	1	1	0	1	1	0	2	2
OS OCCUPATIONAL SAFETY & HEALTH REVIEW CMSN	0	1	1	0	1	1	0	2	2
PK PENNSYLVANIA AVENUE DEVELOPMENT CORP	0	0	0	0	1	1	0	1	1
PU PEACE CORPS	0	0	0	0	1	1	0	1	1
RF FED RETIREMENT THRIFT INVESTMENT BOARD	0	1	1	0	0	0	0	1	1
RR RAILROAD RETIREMENT BOARD	1	1	2	0	0	0	1	1	2
RS FED MINE SAFETY AND HEALTH REVIEW CMSN	0	0	0	0	2	2	0	2	2
SB SMALL BUSINESS ADMINISTRATION	1	1	2	0	0	0	1	1	2
SE SECURITIES AND EXCHANGE COMMISSION	0	2	2	0	1	1	0	3	3
SK CONSUMER PRODUCT SAFETY COMMISSION	0	0	0	0	3	3	0	3	3
ST DEPARTMENT OF STATE	2	11	13	0	5	5	2	16	18
SU SUSQUEHANNA RIVER BASIN COMMISSION	1	0	1	0	0	0	1	0	1
TB NATIONAL TRANSPORTATION SAFETY BOARD	0	2	2	0	0	0	0	2	2
TD DEPARTMENT OF TRANSPORTATION	0	5	5	0	3	3	0	8	8
TN OFFICE OF THE U.S. TRADE REPRESENTATIVE	0	1	1	0	1	1	0	2	2
TR DEPARTMENT OF TREASURY	3	9	12	0	7	7	3	16	19
UJ JAPAN-UNITED STATES FRIENDSHIP CMSN	0	1	1	0	0	0	0	1	1
VA DEPARTMENT OF VETERANS AFFAIRS	5	4	9	1	1	2	6	5	11
ALL AGENCY TOTAL	81	269	350	1	116	117	82	385	467
STATE DEPARTMENT AMBASSADORS - CAREER	18	55	73	0	11	11	18	66	84
STATE DEPARTMENT AMBASSADORS - NON-CAREER	3	6	9	0	3	3	3	9	12
STATE DEPARTMENT AMBASSADORS - TOTAL	21	61	82	0	14	14	21	75	96
GRAND TOTAL	102	330	432	1	130	131	103	460	563

24% of all male
Vietnam era
appointees
were Vets

23% of all
appointees were
women (Vietnam
era age)

18% of all
Vietnam era
appointees
were veterans

- NOTES: 1) DATA FOR STATE DEPARTMENT AMBASSADORS (PAY PLAN FA) IS NOT INCLUDED IN THE AGENCY DATA FOR STATE DEPARTMENT.
2) COUNTS OF RECORDS WITH UNSPECIFIED SEX AND/OR VETERANS STATUS ARE NOT SHOWN SEPARATELY AND MAY ACCOUNT FOR COLUMN TOTALS THAT ARE HIGHER THAN THE SUM OF THEIR COMPONENTS.

REPORT HIGHLIGHTS

The Federal Government places a high priority on the recruitment, hiring, and advancement of veterans, especially Vietnam-era and disabled veterans.

Veterans Preference -- The executive branch applies the veterans preference laws in competitive examinations and retention. Generally, veterans are entitled to preference in competitive examinations and retention if, when honorably discharged, they have received a campaign medal for serving in a combat situation or if they had suffered a service-connected disability. In addition, there are two special appointing authorities for veterans which may lead to conversion to permanent Civil Service appointments. Veterans preference is a lifetime entitlement.

Nation's Leader in Hiring -- Veterans and Vietnam-Era veterans have higher representation in the Federal civilian workforce (27.6 and 17.3 percent, respectively) than in the civilian labor force (13.1 and 5.7 percent, respectively). Disabled and 30 percent or more disabled veterans are also better represented in the Federal civilian workforce (4.4 and 1.5 percent, respectively) than in the civilian labor force (0.9 and 0.2 percent, respectively). ✓

No Reductions for Veterans in Downsizing -- Despite Governmentwide downsizing and a decline in the overall veteran population (as Pre-Vietnam War veterans leave the civilian labor force), veterans have maintained their overall participation in the Federal workforce. The representation of veterans in Federal executive branch agencies changed slightly from 28.9 to 27.6 percent of the workforce, despite a decline of 9.9 percent in Federal civilian employment between September 1992 and September 1995. ?

Grade Distributions -- The predominant white-collar pay plan in the Federal Government is the General Schedule (GS). The average General Schedule grade of a Federal employee is 9.3, while veterans have an average grade of 9.9. higher grade

Occupational Distributions -- Approximately 29 percent of veterans in the Federal workforce are employed in Blue-Collar positions, as compared to 15 percent for the overall Federal civilian workforce.

Age/Tenure -- Veterans are older (49 versus 44) and have more years of service (18.5 versus 15.5) than the average Federal employee.

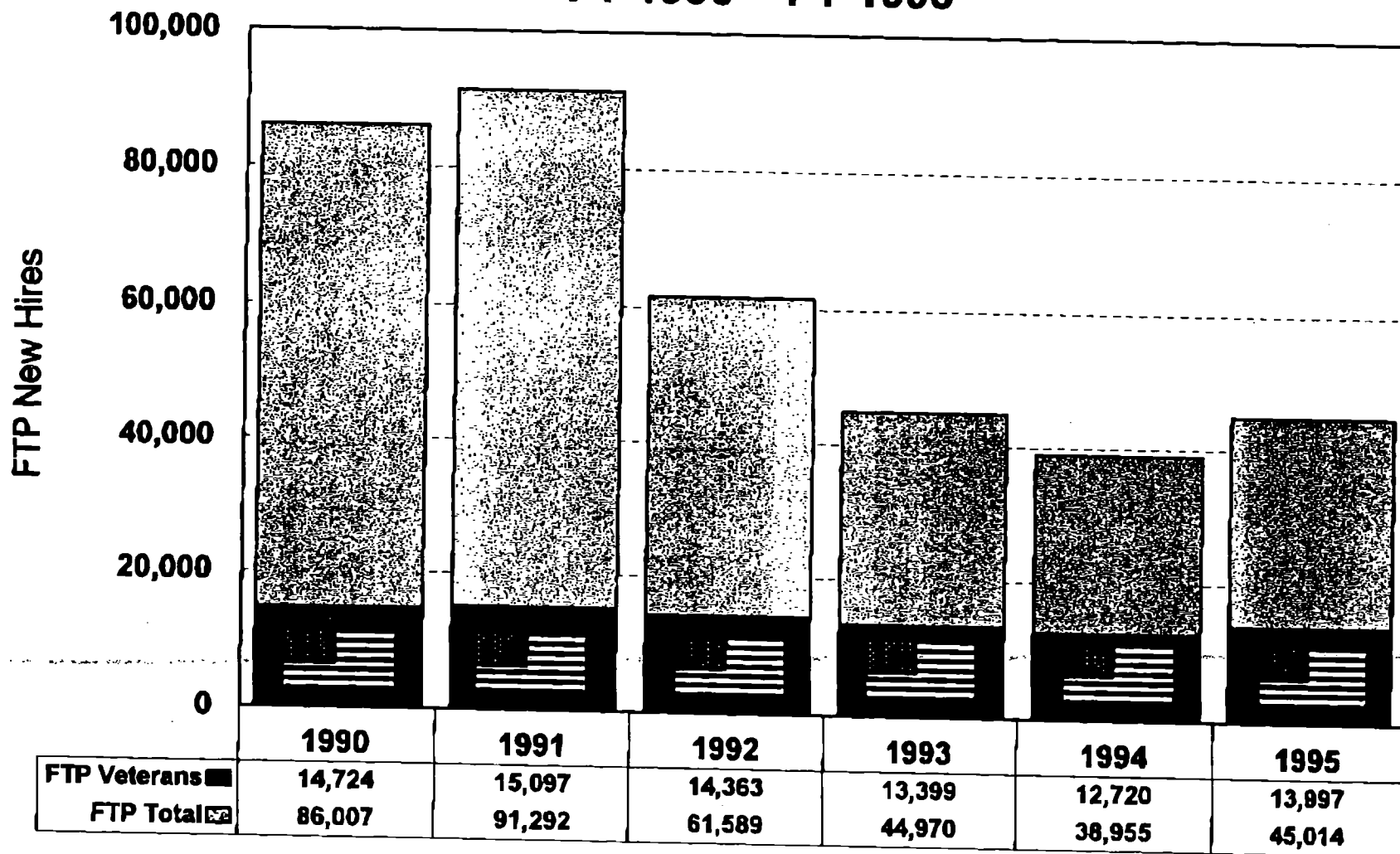
Hiring, Conversion, Promotion, and Loss Trends of Veterans in the Federal Civilian Workforce

- Full-time permanent veteran hires in 1995 reached the highest level since 1992.
- Although the number of veterans hired into the Full-Time Permanent (FTP) Federal civilian workforce has declined with downsizing (14,724 in 1990 versus 13,997 in 1995), the veterans' percentage of all FTP new hires has risen sharply from 17 percent in 1990 to 31 percent in 1995. ✓
- Veterans' percentage of Federal civilian FTP conversions has increased steadily from approximately 28 percent in 1990 to 34 percent in 1995.
- Veterans' percentage of Federal civilian FTP promotions has remained stable.
- Veterans' percentage of FTP separations has remained relatively stable since 1990.
- Veterans accounted for over 50 percent of all the retirements from Federal Service in the last 6 Years.

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FTP Veteran Hires Reach Highest Level Since 1992

FY 1990 - FY 1995

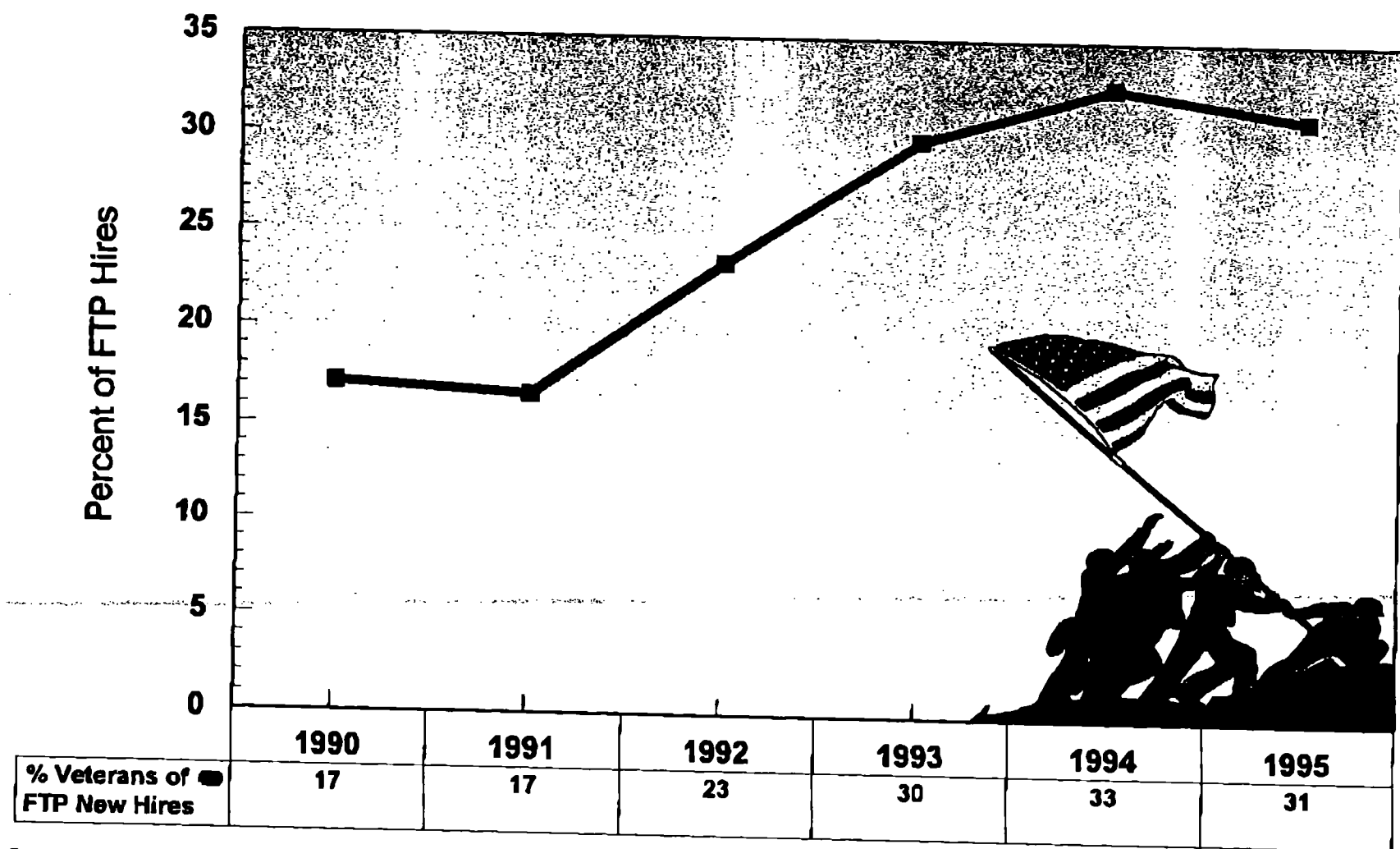


Full-Time Permanent (FTP) employees are those working full-time work schedules and serving under career or career-conditional appointments

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

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Veterans' Percentage of Federal Civilian FTP New Hires Has Increased Since 1990



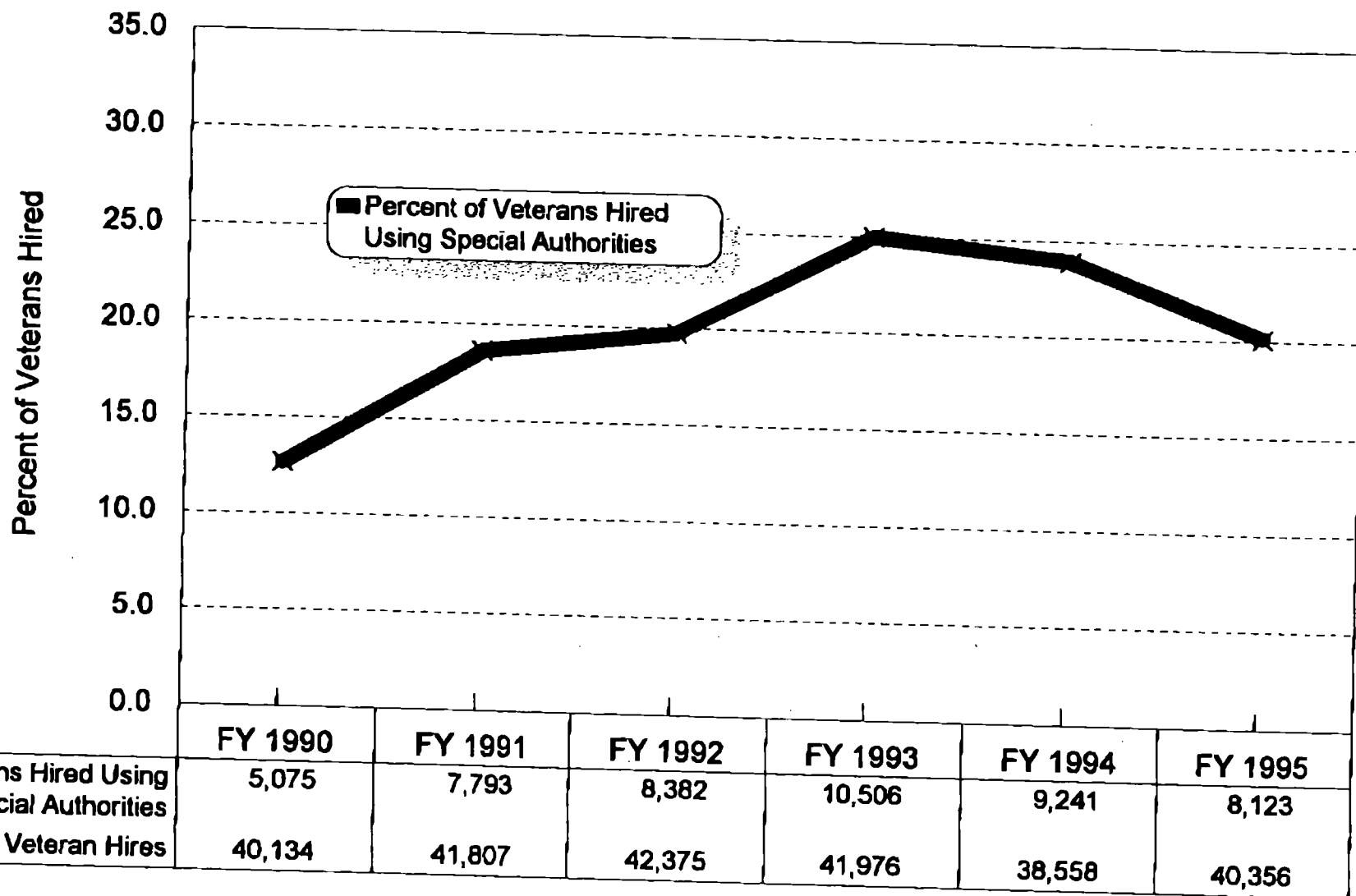
Full-Time Permanent (FTP) employees are those working full-time work schedules and serving under career or career-conditional appointments
Source: U.S. OPM's Central Personnel Data File (excluding Army and Air Force National Guards which are exempt from reporting veteran status).

APPOINTING AUTHORITIES APPLICABLE TO VETERANS

◆ **There are two appointing authorities in law which permit the non-competitive appointment of eligible veterans to Federal civilian positions:**

- 1. The Veterans' Readjustment Appointment Authority (38 U.S.C. 4214) is open to all veterans who meet the basic eligibility requirements provided by law.**
- 2. The special authority for 30 percent or more disabled veterans (5 U.S.C. 3112) permits these veterans to be hired directly by agencies without competition.**

Use of Special Appointing Authorities for Hiring Veterans Has Increased from 13 to 20 Percent since FY 1990

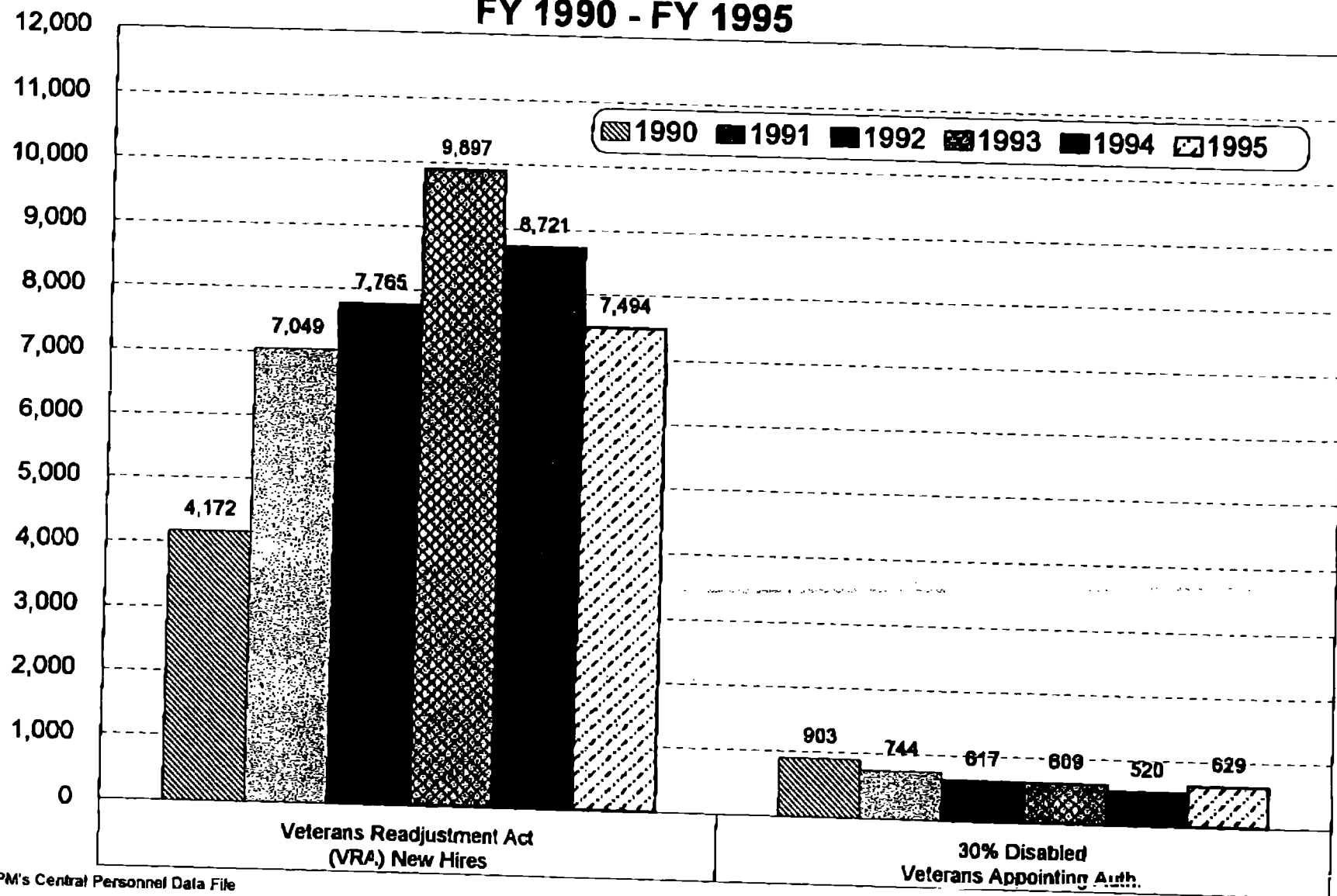


Source: U.S. OPM's Central Personnel Data File

New Hires Under the Veterans' Readjustment Act (VRA) Accounted for 92 Percent of Employees Hired Using the Two Special Appointing Authorities for Veterans

FY 1990 - FY 1995

Veterans Hired Using Special Authorities



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



FAX TRANSMITTAL
FROM
OFFICE OF COMMUNICATIONS
U.S. OFFICE OF PERSONNEL MANAGEMENT

TO: Molly Brastian

OF: Domestic Policy

PHONE: 456-5561

FAX: 456-7028

FROM: Resalie Cameron, Director

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FAX: (202) 606-2264

DATE: October 24, 1996

TOTAL NUMBER OF PAGES (including cover sheet): 4

COMMENTS:

OCT 24 1996

Men Veterans (age 35 and up) in the ^{male} civilian labor force	13,134,000 (31.9%)
Men Non-Veterans (age 35 and up) in the ^{male} civilian labor force	27,997,000 (68.1%)
Total Men (age 35 and up) in the ^{male} civilian labor force	41,131,000

Women Veterans (age 35 and up) in the ^{female} civilian labor force	456,000 (1.3%)
Women Non-Veterans (age 35 and up) in the ^{female} civilian labor force	34,654,000 (98.7%)
Total Women (age 35 and up) in the ^{female} civilian labor force	35,110,000

Men and Women Vets (age 35 and up) in the civilian labor force	13,590,000 (17.8%)
Total Men and Women (age 35 and up) in the CLF	76,241,000

**Labor Force Status and Unemployment of Selected Groups
of Male Veterans and Male Nonveterans Fiscal Year 1995**
(in thousands)

	Number in Labor Force	Percent in Labor Force	Number Unemployed	Unemployment Rate
Males 20 or older				
Veterans	15,101	61.2%	619	4.1%
Nonveterans	52,215	82.9%	2,636	5.0%
Males 20-24				
Veterans	205	91.4%	21	10.0%
Nonveterans	7,231	83.1%	659	9.1%
Males 25-34				
Veterans	1,762	94.1%	89	5.1%
Nonveterans	16,987	92.9%	880	5.2%
Males 35-44				
Veterans	3,044	91.3%	163	5.4%
Nonveterans	16,108	92.7%	642	4.0%
Males 45-54				
Veterans	5,346	90.5%	178	3.3%
Nonveterans	7,976	88.0%	293	3.7%
Males 55-64				
Veterans	3,249	64.0%	108	3.3%
Nonveterans	3,238	68.1%	128	3.9%

1,967

24,218

Note: Numbers shown are based upon an average of quarterly figures for fiscal year 1995.

Source: Current Population Survey, October 1994 through September 1995, U.S. Bureau of Census.

**Labor Force Status and Unemployment of Selected Groups
of Female Veterans and Female Nonveterans Fiscal Year 1995
(in thousands)**

	Number in Labor Force	Percent in Labor Force	Number Unemployed	Unemployment Rate
Females 20 or older				
Veterans	770	58.6%	55	7.1%
Nonveterans	56,252	59.4%	2,761	4.9%
Females 20-24				
Veterans	45	72.0%	5	11.7%
Nonveterans	6,373	70.4%	561	8.8%
Females 25-34				
Veterans	269	79.1%	22	8.2%
Nonveterans	15,225	74.5%	867	5.7%
Females 35-44				
Veterans	238	82.6%	15	6.3%
Nonveterans	16,243	77.1%	709	4.4%
Females 45-54				
Veterans	120	84.6%	5	4.0%
Nonveterans	11,562	74.3%	382	3.3%
Females 55-64				
Veterans	65	55.5%	4	6.5%
Nonveterans	5,262	49.0%	184	3.5%

Note: Numbers shown are based upon an average of quarterly figures for fiscal year 1995.

Source: Current Population Survey, October 1994 through September 1995, U.S. Bureau of Census.

S.A. treatment at VA.

- big program, both inpatient + outpatient
- one of areas in which Kaiser trying to Δ to outpatient
- perhaps less avail at some hosp.

Jeff Blaylock, OMB

loss of SSI + homelessness

Dr. Richard Suchinsky, 273-8437
VA Assoc Dir for S.A. Trtmt
Massive changes in delivery system in '96

End of '95 - S.A. trtmt progs at 195 centers

- eligibility same as for med'l care
- methadone ctrs...

90-95% indigent $\rightarrow$ 55,000 inpatients > 1 of biggest progs in VA
128,000 outpatients + biggest S.A. prog fed'l

- where med'l care implemented $\rightarrow$ seeing increase in applicants for trtmt
(e.g. Tenn, CA)

[SAMSHA $\rightarrow$ block grants to states]

* Eval. Ctr. in Palo Alto

Office of Management & Budget
Veterans Affairs & Personnel Division
NEOB/Rm. 7013
Washington, D.C. 20503

FAX

FAX COVER SHEET

To:

Molly Brostrom

Fax #:

Subject:

Health care elig

Date:

8/21

Pages:

6, including this cover sheet

COMMENTS:

As requested

From

BLM Lock

Office of Management & Budget
725 17th Street, N.W.
NEOB/RM. 7013
Washington, D.C. 20503

202-395-*4500*
Fax: 202-395-6835

from "Federal Benefits for Veterans &
Dependents" 1994 Edition
published by VA Office of Public Affairs

Health-Care Benefits

Hospital Care

Eligibility for VA hospital care is divided into two categories: mandatory and discretionary. VA must provide hospital care to mandatory category veterans at the nearest VA facility capable of furnishing the care in a timely fashion. If no VA facility is available, care must be furnished in a Defense Department facility or another facility with which VA has a sharing or contractual relationship. VA makes an income assessment to determine whether a nonservice-connected veteran is eligible for cost-free VA medical care. This income information is used to determine if nonservice-connected veterans are eligible for mandatory hospital care. If space and resources at VA hospitals are available after caring for mandatory-care patients, VA then may furnish care to veterans in the discretionary category, if they agree to make a copayment to VA for their care.

Mandatory patients: Veterans who must be provided hospital care and are not subject to an income eligibility assessment are: veterans with service-connected disabilities, veterans who were exposed to herbicides while serving in Vietnam, veterans exposed to ionizing radiation during atmospheric testing or in the occupation of Hiroshima and Nagasaki, veterans for a condition which may be related to toxic environmental exposure in the Persian Gulf, former prisoners of war, veterans on VA pension, veterans of the Mexican Border period or World War I and veterans eligible for Medicaid. Nonservice-connected veterans subject to an income eligibility assessment must be provided hospital care if the patient has an income of \$21,001 or less if single with no dependents, or \$25,204 or less if married or with one dependent. The income maximum is raised \$1,404 for each additional dependent.

Discretionary patients: *All others not listed above.* Nonservice-connected veterans subject to an income eligibility assessment with income above those listed above for mandatory care are discretionary patients and may be

provided hospital care if space and resources are available. The discretionary patient must agree to pay an amount equal to what would have been paid under Medicare. The Medicare deductible, currently \$736, is adjusted annually. VA holds the discretionary patient responsible for the cost of care up to \$736 for the first 90 days of care during any 365-day period. For each additional 90 days of hospital care, the patient is charged half the Medicare deductible. In addition to these charges, the patient is charged \$10 a day for hospital care and \$5 a day for nursing-home care.

Income Assessment

In making an eligibility assessment, the income of the patient, his spouse and dependents is considered. This includes Social Security, U.S. Civil Service retirement, U.S. Railroad Retirement, military retirement, unemployment insurance, any other retirement income, total wages from all employers, interest and dividends, workers' compensation, black lung benefits and any other gross income for the calendar year prior to application for care. Also considered are assets such as the market value of stocks, bonds, notes, individual retirement accounts, bank deposits, savings accounts and cash. Debts are subtracted from income and assets to determine net worth. The patient's primary residence and personal property are excluded from the net worth determination. The patient must fill out VA Form 10-10f, Financial Worksheet, at the time care is requested. VA has the authority to compare income information provided by the veteran with information obtained from the Social Security Administration and the Internal Revenue Service.

Billing Insurance Companies

When applying for medical care, all veterans will be asked to provide information pertaining to health insurance coverage, including policies held by spouses. VA is authorized to submit claims to insurance carriers for the recovery of costs for medical care provided to nonservice-connected veterans and service-connected veterans for nonservice-connected conditions. Veterans will not be held responsible for the deductible requirements and copayments established by their insurance carriers. They also will not be responsible for portions of an insurance claim not covered by the policy. However, veterans above certain income levels are responsible for the copayments required by federal law.

Nursing-Home Care

Nursing care in VA or private nursing homes is provided for veter-

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ans who are not acutely ill and not in need of hospital care. VA may, but is not mandated to, provide nursing-home care if space and resources are available in VA facilities. Veterans who have a service-connected disability are given first priority for nursing-home care. Veterans who may be provided nursing-home care without an income eligibility assessment are: veterans with service-connected disability, veterans who were exposed to herbicides while serving in Vietnam, veterans exposed to ionizing radiation during atmospheric testing or in the occupation of Hiroshima and Nagasaki, veterans for a condition which may be related to an environmental exposure in the Persian Gulf, former prisoners of war, veterans on VA pension, veterans of the Mexican Border period or World War I and veterans eligible for Medicaid.

Nonservice-connected veterans must submit an income eligibility assessment form, VA Form 10-10f, to determine whether they will be billed for nursing-home care. Income assessment procedures are the same as for hospital care. Nursing-home care may be authorized for nonservice-connected veterans whose income exceeds the income limit for hospital care, if the veteran agrees to pay the applicable copayment.

Veterans who need nursing-home care may be transferred at VA expense to private nursing homes from VA medical centers, nursing homes or domiciliaries. VA-authorized care normally may not be provided in excess of six months, except for veterans whose need for nursing-home care is for a service-connected disability or for veterans who were hospitalized primarily for treatment of a service-connected disability.

Direct admission to private nursing homes at VA expense is limited to: (1) a veteran who requires nursing care for a service-connected disability after medical determination by VA; (2) a patient in a military hospital who requires a protracted period of nursing care and who will become a veteran upon discharge from the Armed Forces; and (3) a veteran who had been discharged from a VA medical center and is receiving home health services from VA.

Domiciliary Care

Domiciliary care provides rehabilitative and long-term, health-maintenance care for veterans who require minimal medical care but who do not need the skilled nursing services provided in nursing homes. VA may provide domiciliary care to veterans whose annual

income does not exceed the maximum annual rate of VA pension or to veterans the Secretary of Veterans Affairs determines have no adequate means of support.

Outpatient Medical Treatment

Outpatient medical treatment includes medical examinations and related medical services, drugs and medicines, rehabilitation services, and mental health services. As part of outpatient medical treatment, veterans may be eligible for home health services for the treatment of disabilities. The following are the different categories of outpatient eligibility:

1. VA must furnish outpatient care without limitation to veterans for service-connected disabilities, to veterans with a 50 percent or more service-connected disability for any ailment, to veterans who have suffered an injury as a result of VA hospitalization, for that condition only, and to veterans who served in the Persian Gulf War and whose condition the Secretary finds may be the result of exposure to a toxic substance or environmental hazard.

2. VA must furnish outpatient care reasonably necessary for the treatment of any condition necessary in preparation for hospital admission or to prevent hospital admission; to complete treatment after hospital care, nursing-home care or domiciliary care to 30 and 40 percent service-connected disabled veterans; and to veterans whose annual income is not greater than the maximum annual pension rate of a veteran in need of regular aid and attendance of another person.

3. VA may furnish outpatient care without limitation to veterans in a VA-approved vocational rehabilitation program; to former prisoners of war; to World War I or Mexican Border Period veterans; and to veterans who receive increased pension or compensation based on the need for regular aid and attendance of another person, or who are permanently housebound.

4. VA may furnish outpatient care to prevent the need for hospitalization, to prepare for hospitalization, or for a condition for which the veteran was hospitalized to (a) veterans who are 0 to 20 percent service-connected disabled; (b) veterans exposed to a toxic substance during service in Vietnam; (c) veterans exposed to ionizing radiation following the detonation of a nuclear device; (d) mandatory category veterans whose income is more than the pension rate of a veteran in need of regular aid and attendance of another person; (e) discretionary category veterans, subject to a copayment of \$11 per outpatient visit; and to allied beneficiaries and employees of other federal agencies for which the Secretary may agree to render

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SENT BY:OFFICE MGT & BUDGET

services for which charges shall be made as required by law.

5. VA provides counseling to veterans to overcome psychological trauma resulting from physical assault, battery of a sexual nature or sexual harassment during active duty. VA also can provide care and services for injury, illness or other psychological conditions resulting from such an assault, battery or harassment.

Outpatient Pharmacy Services

Pharmacy services are provided without charge to: (1) veterans receiving medication for treatment of service-connected conditions; (2) veterans rated with 50 percent or more service-connected disability; and (3) veterans whose annual income does not exceed the maximum VA pension. Veterans with a service-connected condition rated less than 50 percent and receiving medication on an outpatient basis from VA facilities for the treatment of nonservice-connected ailments are charged a set amount for each 30-day supply.

Outpatient Dental Treatment

Outpatient dental treatment provided by VA includes examinations and the full spectrum of diagnostic, surgical, restorative and preventive techniques. Nonservice-connected veterans who are authorized outpatient dental care may be billed the applicable copayment if their income exceeds the maximum threshold. The following may be eligible for free dental care:

1. Dental conditions or disabilities that are service connected and compensable will be treated.
2. Service-connected dental conditions or disabilities that are not compensable may receive one-time treatment if the conditions can be shown to have existed at discharge or within 90 days of release from active service. Veterans who served on active duty for 90 days or more during the Persian Gulf Era are included in this category. Veterans must apply to VA for dental care within 90 days following separation. Veterans will not be considered eligible if their separation document indicates that necessary treatment was completed by the military during the 90 days prior to separation.
3. Veterans may receive treatment for service-connected, noncompensable dental conditions resulting from combat wounds or service injuries, and service-connected, noncompensable dental conditions of former prisoners of war who were incarcerated less than 90 days may be treated.
4. Veterans who were prisoners of war for 90 days or more may receive complete dental care.
5. Veterans may receive complete dental care if receiving

disability compensation at the 100-percent rate for service-connected conditions or are eligible to receive it by reason of unemployability.

6. Nonservice-connected dental conditions that are determined by VA to be aggravating a service-connected medical problem may be treated.

7. Veterans participating in a vocational rehabilitation program may be treated.

8. Veterans may be treated for nonservice-connected dental conditions when treatment was begun while in a VA medical center, when it is professionally determined to be reasonably necessary to complete such dental treatment on an outpatient basis.

9. Veterans scheduled for admission to inpatient services or who are receiving medical services may receive outpatient dental care if the dental condition is determined to be complicating a medical condition which VA is currently treating.

Persian Gulf, Agent Orange and Ionizing Radiation Registry Programs

Veterans who served in the Persian Gulf War or who claim exposure to Agent Orange or atomic radiation are provided with free, comprehensive medical examinations, including base-line laboratory tests and other diagnostic tests deemed by an examining physician necessary to determine current health status. Results of the examinations, which include preparation of the veteran's military service and exposure history, are entered into special, computerized data bases, called registries. These data bases assist VA in analyzing the types of health conditions being reported by veterans. Registry participants are advised of the results of their examinations in personal consultations. Veterans wishing to participate should contact the nearest VA health-care facility for an examination.

Treatment

VA provides treatment to any Vietnam-era veteran who, while serving in Vietnam, may have been exposed to dioxin or to a toxic substance in a herbicide or defoliant used for military purposes, for medical conditions related to such exposure. Health-care services are available for medical conditions possibly related to any veteran's exposure to ionizing radiation from the detonation of a nuclear device in connection with nuclear tests, or with the American occupation of Hiroshima and Nagasaki, Japan, during the period beginning Sept. 11, 1945, and ending July 1, 1946. Treatment was authorized through June 30, 1995, for veterans exposed to nuclear radiation. VA

also has provided treatment to any Persian Gulf War veteran who may have been exposed to a toxic substance or environmental hazard during the Persian Gulf War, for any disability, even though the medical evidence is insufficient to establish an association between the disability and exposure. Expiration dates have been attached to this authority in recent years.

Beneficiary Travel

Veterans are eligible for payment or reimbursement for travel costs to receive VA medical care. Travel payments are subject to a deductible of \$3 for each one-way trip and an \$18 per month maximum payment. Two exceptions to this rule are travel for a compensation or pension examination and travel by special modes of transportation, such as an ambulance or a specially-equipped van. Beneficiary travel payments may be made to the following:

1. Veterans whose service-connected disabilities are rated at 30 percent or more.
2. Veterans who are traveling in connection with treatment of a service-connected condition.
3. Veterans who are in receipt of VA pension.
4. Veterans traveling for compensation/pension examinations.
5. Veterans whose income is less than or equal to the maximum base VA pension rate with aid and attendance.
6. Veterans whose medical condition requires use of a special mode of transportation, if the veteran is unable to defray the costs and travel is pre-authorized. If the medical condition is a medical emergency, travel need not be pre-authorized when a delay to obtain authorization would be hazardous.

Alcohol and Drug Dependence Treatment

Veterans eligible for VA medical care may apply for substance abuse treatment. Veterans without service-connected disabilities whose incomes exceed the threshold for free medical care may be authorized treatment for alcohol and drug dependence only if the veteran agrees to make a copayment. After hospitalization for alcohol or drug treatment, veterans may be eligible for outpatient care or may be authorized to continue treatment or rehabilitation at VA expense in private facilities such as halfway houses.

Prosthetic Services

Veterans may apply for prosthetic services for any condition when receiving hospital, domiciliary or nursing-home care in a VA facility.

Veterans who meet the basic requirement for outpatient medical treatment may be provided prosthetic services:

1. For a service-connected disability or adjunct condition.
2. For any medical condition for a veteran with a service-connected disability rated at 50 percent or more, or for a veteran receiving compensation as a result of treatment in a VA facility.
3. For a disability for which a veteran was discharged or released from active service.
4. For a veteran participating in a vocational rehabilitation program.
5. For a veteran receiving outpatient care, to complete treatment of a disability for which hospital, nursing home or domiciliary care was provided.
6. For a veteran in receipt of increased pension or allowance based on needing aid and attendance of another person or being permanently housebound.
7. For a veteran of World War I or the Mexican Border period.
8. For a former prisoner of war.

Services and Aids for Blind Veterans

Veterans with corrected central vision of 20/200 or less in both eyes or field loss to 20 degrees or less in both eyes are considered to be blind. Services are available at all VA medical facilities through the Visual Impairment Services (VIS) coordinator. Blind veterans may be eligible for services at a VA medical center or for admission to a VA blind rehabilitation center or clinic.

In addition, blind veterans entitled to receive disability compensation may receive VA aids for the blind. Benefits for blind veterans may include:

1. A total health and benefits review by a VA Visual Impairment Services team.
2. Adjustment to blindness training.
3. Home Improvements and Structural Alterations to homes (HISA Program).
4. Specially adapted housing and adaptations.
5. Low-vision aids and training in their use.
6. Electronic and mechanical aids for the blind, including adaptive computers and computer-assisted devices.
7. Guide dogs, including the expense of training the veteran to use the dog and the cost of the dog's medical care.
8. Talking books, tapes and Braille literature, provided from the Library of Congress.

Home Improvements and Structural Alterations

The Home Improvements and Structural Alterations program helps pay for home improvements necessary to provide access to the home and its essential sanitary facilities. For alterations, VA will pay up to \$4,100 for a veteran being treated for a service-connected disability or a veteran with a disability rating of 50 percent or more. Up to \$1,200 will be paid to other veterans eligible for outpatient care. Apply at the nearest VA medical center.

Readjustment Counseling

Veterans who served on active duty during the Vietnam Era or served in the war or conflict zones of Lebanon, Grenada, Panama or the Somalia or Persian Gulf theaters during hostilities or war are entitled to counseling to assist in readjusting to civilian life. Counseling is provided at Vet Centers to help veterans resolve war-related psychological difficulties and to help them achieve a successful post-war readjustment to civilian life. Assistance includes group, individual and family counseling, community outreach and education. Veterans are placed with non-VA agencies if needed.

One common readjustment problem is post-traumatic stress disorder, or PTSD. This refers to such symptoms as nightmares, intrusive recollections or memories, flashbacks, anxiety or sudden reactions after exposure to traumatic conditions. Readjustment difficulties may affect functioning in school, family or work. Counseling also is provided veterans for difficulties due to sexual assault or harassment while on active duty. In areas distant from Vet Centers or VA medical facilities, veterans may obtain readjustment counseling from private-sector professionals who are on contract with VA. To locate a contract provider, contact the nearest Vet Center.

Special Categories for Medical Care

Merchant Marine Seamen

Merchant Marine seamen who served in World War II may be qualified for veterans benefits. When applying for medical care, seamen must present their DD-214 discharge certificate from the Defense Department to the VA medical facility. VA regional offices can assist in obtaining a certificate.

Allied Veterans

VA is authorized to provide reciprocal medical care to veterans of nations allied or associated with the United States during World

War I or World War II. Such treatment is available at any VA medical facility if authorized and reimbursed by the foreign government. VA also is authorized to provide hospitalization, outpatient and domiciliary care to former members of the armed forces of Czechoslovakia or Poland who participated during World Wars I and II in armed conflict against an enemy of the United States, if they have been citizens of the United States for at least 10 years.

Medical Care for Dependents and Survivors (CHAMPVA)

CHAMPVA, the VA Civilian Health and Medical Program, shares the cost of medical services and supplies obtained by eligible dependents and survivors of certain veterans. The following are eligible for treatment through CHAMPVA, provided they are not eligible for CHAMPUS or Medicare:

1. The spouse or child of a veteran who has a permanent and total service-connected disability.
2. The surviving spouse or child of a veteran who died as a result of a service-connected condition, or who, at the time of death, was permanently and totally disabled from a service-connected condition.
3. The surviving spouse or child of a person who died in the line of duty, not due to misconduct, while on active duty.

Dependents are not eligible for medical care under CHAMPVA if they are eligible for medical care under CHAMPUS (Civilian Health and Medical Program of the Uniformed Services) or Medicare, Part A, as a result of reaching age 65.

Beneficiaries age 65 or older who lose eligibility for CHAMPVA by becoming potentially eligible for Medicare, Part A, or who qualify for Medicare, Part A, benefits on the basis of a disability may re-establish CHAMPVA eligibility by submitting documentation from the Social Security Administration certifying they are not entitled to or have exhausted Medicare, Part A, benefits. Persons under age 65 who are enrolled in both Medicare Parts A and B may become eligible for CHAMPVA as a secondary payer to Medicare. Apply to the CHAMPVA Center, P.O. Box 65023, Denver, CO 80206-5023, or call 1-800-733-8387.

EXECUTIVE OFFICE OF THE PRESIDENT

19-Jul-1996 07:57pm

SAP now sent

TO: (See Below)

FROM: Nancy-Ann E. Min
Office of Mgmt and Budget, HP

SUBJECT: RE: SAP on House Veterans Preference bill

To those who are surprised that we are now doing a SAP after hearing that we probably weren't: we had a large meeting of agency and white house folks this afternoon. we understand that the alternative to unanimous consent for this bill is a long debate on the bill that will undoubtedly result in amendments we find even more unpalatable than the current version of the mica bill. therefore, we decided to work with friendly dems on amendments (we have already had some success in that regard with the mica bill), and to get a draft sap ready to lay down a marker for the senate side on a few technical issues--with a long paragraph at the beginning about how dearly we love veterans' preference. on monday, we'll make the decision about whether to send the sap or not--we just want to be ready.

Distribution:

TO: Melissa Y. Cook

CC: John A. Koskinen
CC: William A. Halter
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CC: Arthur W. Stigile
CC: Lisa Kountoupes
CC: Alice E. Shuffield
CC: Molly Brostrom
CC: Elena Kagan

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
Washington, D.C. 20503-0001

LRM NO: 5103

FILE NO: 2238

URGENT

7/19/96

LEGISLATIVE REFERRAL MEMORANDUM

Total Page(s): 3

TO: Legislative Liaison Officer - See Distribution below:

FROM: Janet FORSGREN *Janet Forsgren* (for) Assistant Director for Legislative Reference

OMB CONTACT: Melissa COOK 395-3924 Legislative Assistant's Line: 395-7362
C=US, A=TELEMAIL, P=GOV+EOP, O=OMB, OU1=LRD, S=COOK, G=MELISSA, I=Y
cook_my@a1.eop.gov

SUBJECT: Office of Management and Budget Proposed Statement of Administration Policy
RE: HR3586, Veterans Employment Opportunities Act of 1996

URGENT**DEADLINE: 11 AM Monday, July 22, 1996**

In accordance with OMB Circular A-19, OMB requests the views of your agency on the above subject before advising on its relationship to the program of the President.

Please advise us if this item will affect direct spending or receipts for purposes of the "Pay-As-You-Go" provisions of Title XIII of the Omnibus Budget Reconciliation Act of 1990.

COMMENTS: Please review this draft SAP on H.R. 3586, the Veterans Employment Opportunities Act of 1996. The House may consider the bill the week of July 22nd. This deadline is firm. (see below)

AGENCIES:

20-DEFENSE - Samuel T. Brick, Jr. - 7036971305
43-Federal Labor Relations Authority - Helenann Hirsch - 2024826500
61-JUSTICE - Andrew Fols - 2025142141
62-LABOR - Robert A. Shapiro - 2022198201
67-Merit Systems Protection Board - Steven Katz - 2026537101
83-National Security Council - Andrew D. Sens - 2024589221
92-Office of Personnel Management - James N. Woodruff - 2026061424
93-Office of the Special Counsel - Michael G. Lawrence - 2026539001
117-TRANSPORTATION - Tom Herlihy - 2023664687
129-VETERANS AFFAIRS - Robert Coy - 2022736686

EOP:

John Koskinen
Bill Halter
Nancy-Ann Min
Bruce Long
Bob Rideout
Ray Kogut
Doug McCormick
Toni Hustead
Lynn Ross
David Zavada
Phebe Vickers
Mary Jo Siclari
Gene Devine
Carole Klitti
Joe Lackey
Allison Eydt
Bob Damus
Art Stigile
OMB LA
Molly Brostrom
Elena Kagan
Al Maldon ✓
E. Kamarck/L.A.
Brackett
J. Kamensky/W.
Bunton
Ann McGuire
Patsy Thomasson
Jennifer O'Connor ✓
Jim Murr
Janet Forsgren
David Tomquist

* The following persons, who were in attendance at a 7/19/96 meeting on H.R. 3586, should

receive this SAP for review:

Leigh Shein - OPM
Ed Scott - VA
Diane Disney - DoD
Mary Lou Lindholm - OPM
Patricia Paige - OPM
Cynthia Brock-Smith - OPM
Ron Boles - VA

*Jodie Turkelsm
Frank Reeder
Nina Nichols
Nelson Cunningham
Michael Zeitlin*

LRM NO: 5103
FILE NO: 2238

If the response is short and you prefer to call, please call the branch-wide line shown below (NOT the analyst's line) to leave a message with a legislative assistant.

Please include the LRM number shown above, and the subject shown below.

☐ Concur
☐ No Objection
☐ No Comment
☐ See proposed edits on pages _____
☐ Other: _____
☐ FAX RETURN of _____ pages, attached to this response sheet

DRAFT**DRAFT -- NOT FOR RELEASE**House
(draft)

July 19, 1996

The Administration strongly supports veterans' preference and the enhanced employment opportunities it has provided for our Nation's veterans. The Federal civil service has a proud record of ensuring that veterans receive the rights and preferences that current law affords to them.

Strengthening employment opportunities for veterans is a worthy goal. The Administration, however, has a number of concerns about H.R. 3586 that need to be addressed if this bill is to attain that goal. In particular, the Administration is concerned that the bill would: (1) disrupt longstanding hiring and reduction-in-force procedures that have worked well for veterans; (2) increase costs for administering veterans' preference and, in the case of the Department of Defense, delay base closure and realignment activities; and (3) apply hiring requirements to the White House staff that may not be equally applicable to the Congress and the Judiciary. The Administration will work in the Senate to clarify and address these concerns.

Mica expands vets pref, including to WH

- Nancy Ann
- Al Malden
- Nelson Cunningham

April 17, 1996

MEMORANDUM FOR JEREMY BEN-AMI

FROM: Molly Brostrom

RE: Background/Updates for Friday and Monday's VSO/Military Coalition Meetings

Last Meeting. Our last meeting with the VSOs/Military Coalition groups was October 12. The meeting was a joint meeting to which we invited several of the agencies to discuss hot topics (Subvention; Homelessness; Military health care reform; and employment issues).

Issues that May Be Raised:

Subvention. Workgroup comprised of OMB, HCFA and VA is close to completion on report of how to structure a Medicare Subvention pilot at VA, as proposed under last year's REGO II initiative. We expect report in July, and legislation by late fall/beginning of next year.

Reportedly, DoD is interested in jumping right into a pilot and does not want to go through the process of developing one. Sen. Dole has introduced a bill to allow DoD to test Medicare subvention.

Veterans Preference. A couple of recent incidents at OPM have resulted in questions about the President's commitment to veterans/veterans' preference.

a) A veteran, John Minnick, applied for a job at the Holocaust Museum and appears to have been improperly removed from consideration. OPM's oversight body is investigating the case, and OPM, including Jim King, is in close contact with Mr. Minnick. The American Legion ran an article detailing the case.

OPM's response has been that this in no way represents a compromise of this Administration's commitment to veterans' preference, but it appears that a mistake was made in implementation of veterans preference. Statistics demonstrate this commitment: Despite overall hiring declines in the federal government in the last few years, the percentage of veterans among new full-time hires has increased.

A copy of the American Legion article and Jim King's response is attached.

b) An OPM training form for staff doing background investigations included a hypothetical of a sexual harassment incident. The hypothetical describes the perpetrator as a veteran. The form somehow made it into the hands of veterans groups who were outraged. The training form has been changed.

Dole Legislation. There are rumors of Dole legislation floating around that would expand veterans preference by applying it to promotions as well as initial federal hires.

HVRP (Homeless Veterans Reintegration Project)

Funding History:

* Authorized by the Stewart McKinney Homeless Assistance Act, HVRP began in 1988, and was financed at about \$1-1 1/2 million annually until 1993-1995, when funding jumped to about \$5 million.

* The FY 1995 rescission bill zeroed out HVRP. H.R. 1158 rescinded the entire HVRP appropriation of \$5 million.

* The 1996 June Balanced Budget continued the rescission action for non-GI Bill for America's Workers programs. Since the HVRP was not in that initiative, the Balanced Budget provided no financing for this program.

* Congress in the FY 1996 Labor, HHS, and Education appropriation zeroed out the program.

* To make up for the 1995 rescission, DOL provided former HVRP grantees \$1.3 million of the \$9 million Job Training Partnership Act (JTPA) Program Year 1995 Veterans Employment and Training Program funds (these program year funds became available on July 1, 1995). In February, DOL signed a Memorandum of Understanding (MOU) with HUD to match these JTPA funds, so HVRP grants from these two "alternative" funding sources total \$2.6 million currently. DOL would argue that JTPA money isn't a perfect substitute for HVRP because JTPA eligibility is limited to recently discharged Vietnam-era, or service-connected disabled veterans. HVRP eligibility is wide open. Still, OMB would argue that a categorical demo has been consolidated successfully, and that JTPA monies remain a viable alternative for HVRP grantee funds.

* The FY 1997 Budget includes no funds for HVRP, consistent with the FY 1995 and FY 1996 action.

* According to OMB, It is up to the Department of Labor whether to continue this program by using its discretionary JTPA dollars.

[The VSOs will argue that using discretionary JTPA dollars is "robbing Peter to pay Paul" and that there is a lack of commitment to veterans at the Department of Labor.]

Budget. Potential issues: Zeroing out of HVRP and the National Veterans Training Institute (training for veterans employment staff); the VA budget in the outyears.

Eligibility Reform. The Administration submitted eligibility reform legislation last Congress; the Senate is currently planning hearings on it and the House is expected to bring it to the floor (in the House, our proposal was introduced by Stump). Simpson and Rockefeller introduced a proposal (S. 1563) on behalf of the Independent Budget VSOs this February.

Persian Gulf Advisory Committee. The President's Persian Gulf Advisory Committee met in Atlanta on Tuesday on the potentially hot issue of chemical/biological issues. The meeting was somewhat eclipsed, however, by reports that Ross Perot has funded two studies on Gulf War illness that hypothesize that chemicals that troops were exposed to in the Gulf War are contributors. These studies are expected to be published in May.

The Advisory Committee gave an interim report to the President in February. The report was fairly positive and the VSOs were relatively pleased. The agencies are now preparing an action plan for the President on how they will implement the Committee's recommendations.

Agent Orange. On March 14, the National Academy of Sciences issued a new report on the health effects of exposure to Agent Orange and other herbicides, suggesting new limited evidence of an association with neurological disorder in Vietnam veterans and spina bifida in their children. VA has announced that they will conduct an indepth review of the report. → testified on recently?

FYI: The American Legion has invited the President to address their Annual Convention, September 3, Salt Lake City.



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT

WASHINGTON, D.C. 20415

OFFICE OF THE DIRECTOR

Mr. Daniel A. Ludwig
Commander
The American Legion
P.O. Box 1055
Indianapolis, IN 46206

JAN 11 1996

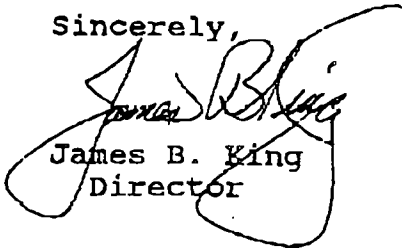
Dear Sir,

The most recent edition of The American Legion Magazine contained an article by Ken Scharnberg, entitled, "With Preferences Like These....," which contains errors, half-truths and misinformation. Its charge that the Federal Government is ignoring and violating veterans preference laws is simply not true.

Enclosed is a Letter to the Editor which responds to specific points in the article. I respectfully ask that you print this letter in your next issue. This Administration, and I believe, previous Administrations, have vigorously defended and enforced veterans preference laws.

Veterans preference is a simple concept, but it has a complicated set of rules. Through future editions of your magazine, I hope we can communicate accurately about government policies, practices, and employment trends for veterans. We can provide reliable information and statistics, and we would be glad to discuss these issues with you or your staff.

Sincerely,


James B. King
Director

cc: Commanders, Veterans Service Organizations



UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT
WASHINGTON, D.C. 20415

OFFICE OF THE DIRECTOR

JAN 11 1996

Dear Editor,

I must point out that your recent article "With Preferences Like These..." contains many factual errors, half-truths, and misinformation. As someone who has benefited from veterans preference, and as the Clinton administration official charged with enforcing veterans preference, I was disturbed by the harm this misinformation can cause.

The article is wrong to say that veterans comprise only 20.7 percent of the Federal workforce; the actual share is 28 percent. Statistics show that the Government is actually doing a very good job of hiring veterans. The Government is getting smaller, therefore we are hiring fewer employees, but a higher proportion of these new employees are veterans. In 1990 veterans comprised 17.3 percent of all new hires into permanent, full-time positions. By 1994 this percent had climbed to 33.3 percent. In 1994 the government hired 37,892 new employees into these positions. Of these, 12,610 (33.3%) were veterans, 5,557 (14.7%) were Vietnam-era veterans, 2,136 (5.6%) were disabled veterans, and 756 (2.0%) were 30 percent or more disabled veterans. During the past ten years, the hiring rate for 30 percent disabled veterans rose from 1.0 percent to 1.5 percent -- a fifty percent increase -- and for Vietnam-era veterans, it rose from 15.6 percent to 16.7 percent. In an era when the total veteran population is declining and government is downsizing, these are achievements we should all take pride in.

The article charges that OPM and the Merit Systems Protection Board (MSPB) do not take veterans preference laws as seriously as did the U.S. Civil Service Commission prior to 1978. In fact, OPM takes its responsibilities very seriously and certainly does not view veterans preference an "inconvenience." As I testified before Congress last October 13, "...VETERANS PREFERENCE IS A COMMITMENT THAT CANNOT AND WILL NOT BE CHANGED. MERIT PROTECTION AND VETERANS PREFERENCE ARE BEDROCK VALUES. THERE CAN BE NO HINT OF COMPROMISE." And I can assure you that I speak for President Clinton on this point. I will say once again, veterans preference is an earned right.

Some basic facts must be understood. When Congress ended the draft in 1976, it restricted preference to new veterans only if they receive a campaign medal or suffer a service-connected disability. Furthermore, veterans who are eligible for preference in hiring may not be eligible for preference in retention if they retired above the rank of major. As a result of this Congressional action, a large percentage of those who have served in the military are not eligible for veterans preference.

It is also true that the veterans population is aging. Today, 44 percent of all living veterans served in World War II or the Korean War and only 5 percent served in the Persian Gulf. This aging of the veteran population leads inevitably to a smaller proportion of veterans in the Nation's total workforce. The most recent workforce figures show that 59 percent of American men between the ages of 55 and 64 are veterans, whereas only 10 percent of men between the ages of 20 and 34 are veterans. Today, the average age of veterans is 56.7 years, and, in the Federal workforce, veterans average 48.7 years of age as compared to 44.1 years for all employees. Most of our Vietnam-era veterans are now eligible for optional or early retirement.

Returning a list of candidates unused is not a "loophole" in the veterans preference laws. By law, agencies can hire employees from several sources, including current and former Federal employees, veterans who are eligible for direct appointment under the Veterans Readjustment Act and 30 percent disabled veterans who can be appointed directly as well. In 1994, 8,721 and 520 veterans, respectively, were appointed through these two "loopholes."

The article cites an error made by the Office of Personnel Management (OPM) in rating the qualifications of Mr. John Minnick for a position with the National Holocaust Museum. OPM later admitted its error and gave Mr. Minnick priority consideration for an equivalent position. This was an extremely rare case. The General Accounting Office recently audited OPM's application of veterans preference laws and found near perfect compliance. When we find a mistake, and we do make them, we act to correct that mistake and try to avoid making it again.

The article wrongly charges that equal employment opportunity laws are at odds with veterans preference laws. There is simply no evidence that veterans have been discriminated against as a class or that they are underrepresented in the Federal workforce, as compared to the civilian labor force. In fact, the Federal government employs veterans at significantly higher rates than private employers, largely because of veterans preference. The law requires agencies to have affirmative action plans for recruiting, hiring and advancing disabled veterans.

The article is misleading in its discussion of veterans preference in reduction in force (RIF). It is wrong to say that "By law and regulation, the only people whose jobs are protected during a RIF are veterans," but it is true that veterans in the Federal workforce do enjoy absolute preference over non-veterans who hold similar jobs. Moreover OPM regulations enable qualified veterans whose jobs are abolished to "bump" nonveterans out of their jobs.

It is true that veterans are sometimes affected by downsizing. If they believe the RIF rules are not being properly applied, they have the right to appeal to the Merit Systems Protection Board or to take their case to an impartial grievance arbitrator. They can also appeal to a Federal Court. The article cites the case of John

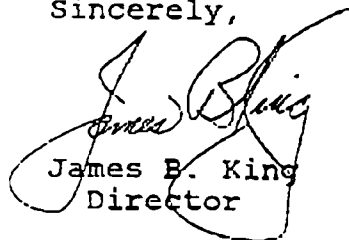
L. Davis, a civilian employee with the Army Corps of Engineers, who it should be noted took full advantage of his right to appeal RIF separation from the Department of the Army. Furthermore, the article failed to mention that the Federal Circuit Court of Appeals agreed with the Board that Mr. Davis's rights had not been violated.

The article criticizes Vice President Gore and Merit Systems Protection Board for recommending change to the Rule of Three, charging that these views reflect "an anti-veteran bias" and "contempt for veterans preference." Nothing could be farther from the truth. A recent five-year demonstration project conducted by the U.S. Department of Agriculture concluded that more veterans are hired when numerical ratings and the Rule of Three are replaced by categorical ratings. The veterans service organizations, including the Legion, have supported this demonstration project and for good reason...it works for both the country and the veteran.

No system is perfect, and humans will err from time to time, but I know that this administration -- and I believe this to be true of our predecessors, of both parties -- considers veterans preference to be a sacred trust, and the figures I have cited support the truth of this.

Again, my thanks for the Legion's ongoing hard work for all of America's veterans.

Sincerely,



James B. King
Director



With Preferences Like These...

AMERICAN LEGION

INDIANAPOLIS, IN
MONTHLY 3,000,000

JANUARY 1996

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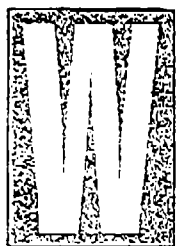
BURRELLE'S

3
LF

**For job-seekers,
being a veteran
used to mean
you got a leg
up. Now it often
means you get
a thumbs down.**

6297R

By Ken Scharnberg



WHEN John Minnick applied for a public-relations position at the federally sponsored Holocaust Museum in Washington, D.C., he felt optimistic. After all, he had a solid track record of related experience, coupled with managerial expertise. And because it was a federal job, Min-

nick—a disabled veteran—thought that veterans preference statutes would give him just the edge he needed.

"My application was one of four selected by the Office of Personnel Management (OPM) and forwarded to the Holocaust Museum personnel director," says Minnick, who learned through a friend at OPM that he had scored the most points under the federal application-rating system.

Then things took a strange turn. The museum personnel manager called OPM and said the establishment preferred somebody else—a non-veteran. It wasn't that Minnick was unqualified. The personnel manager simply wanted the other applicant.

Just like that, Minnick was out, and another candidate was in.

What John Minnick experienced is a direct violation of veterans preference statutes that affect thousands of veterans each year. The blunt truth is that veterans preference laws are regularly ignored or circumvented by federal hiring managers (some of whom

SLIGHTED—The government employs the largest number of disabled veterans, but the number is steadily dropping because non-veterans are being hired instead.

will go so far as to reject entire lists of candidates simply because a veteran's name appears on that list). Worse, there is little a veteran can do to redress the

wrong. For example, when Minnick complained about the incident, he was told that the personnel manager at the museum was new, and that an inexperienced OPM staff member had erred. And that was that. Excuses, but no job.

Years ago, John Minnick's story might have had a different ending. That's because years ago, veterans preference in federal employment was taken far more seriously. The laws first took life as part of the GI Bill and were based on a solid rationale: Military service interrupts an individual's normal career progress. To level the playing field, the government developed a point system for federal job testing. To give veterans an edge, five

Ken Scharnberg is veterans affairs editor of THE AMERICAN LEGION MAGAZINE.

points were awarded for wartime service (or more recently, for having served in a war zone), 10 points if the veteran had a service-connected disability. The points would be added to any federal employment exam with a score of 70 or more. And that is how things generally worked—until 1978.

That year, President Carter's Reorganization Plans abolished the Civil Service Commission (CSC), the governing body that heard and ruled on veterans preference appeals. The CSC was replaced by the Merit System Protection Board (MSPB), and the United States Code was rewritten so that "hearings and appeals with respect to veterans preference" became "hearings and appeals with respect to examination ratings." A subtle change, perhaps, but it is now clear that OPM and MSPB no longer interpret the law in a manner consistent with its meaning and spirit prior to 1978.

According to OPM figures, some 615,080 non-postal-employee veterans were working for the federal government at the end of FY91. This was down by 138,000 from FY87, an 18.3 percent drop OPM attributed to the aging veteran population. By FY94, the figure had dropped to 560,028, a number that includes the 12,610 veterans newly hired the same year, according to OPM. All told, both the number of veterans currently in federal employment and the number being brought in are shrinking.

And yet, since 1991, expeditionary medals—the current basis for granting preference to non-disabled veterans—have been awarded to about 1 million GIs of the Gulf War, Somalia and Haiti. With that many "new" veterans qualified for preference in federal hiring, plus those from the Vietnam era seeking a mid-life career change, the number of veterans in federal jobs should be going up, not down.

In fairness, the federal government remains the nation's largest employer of disabled veterans; overall, about 20.7 percent of all federal employees outside of the postal system are veterans. This sounds like an impressive percentage until the numbers are compared to data from when CSC was still intact. In 1975, half of all federal employees—1.35 million workers—were veterans.

Officially, the government tends to

deny that much is amiss. During a recent meeting on the issue, OPM director James King said his department fully supported veterans preference. Richard Weidman of the Veterans Economic Action Coalition remains 'skeptical. "That's just so much smoke," said Weidman, who contends that blatant violations of veterans preference laws take place regularly. "What OPM does not seem to understand is that veterans preference is the law," said Weidman. "It's not

The blunt truth is that veterans preference laws carry very little weight and are regularly ignored or circumvented.



SPECIAL EXHIBITION CONCOURSE LEVEL
MAY 9, 1995 - JANUARY 15, 1996

VETS LAST—The Holocaust Museum in Washington, D.C., denied John Minnick a job because of "a clerical error." Many other vets encounter similar "errors."



With Preferences Like These...



LIAISON—The Labor Department's Preston Taylor, right, and then-Legion's Economic Commission Chairman, Alan Titus, discuss veterans preference laws.

something they can ignore because it is inconvenient. Moreover, it is an earned right. It was not granted to them by accident."

The growing anti-veteran bias is clearly visible once you learn to decode the government's often-confusing memos and reports. For example, in a report on federal hiring sub-

warded to the hiring manager for consideration; the so-called "impediment to good hiring" is that if one of the three is a veteran, the manager is supposed to give preference to that individual. Indeed, later in its report, the MSPB proposes legislation to undercut or abolish the Rule of Three. Such a step would formalize the contempt for veterans preference now practiced informally by many federal hiring managers.

Government managers justify their actions on the grounds of "improving the federal work force." They say they want the flexibility to hire a non-veteran applicant—for example, a recent college graduate—who scored higher on the exam when one deducts the bonus points awarded to the veteran simply for being a veteran.

However, under existing law, a manager already has the option of rejecting the entire list and requesting a new one. Taking advantage of this loophole is a common practice, according to James Hubbard, director of the Legion's National Economic Division. Hubbard says lists may be rejected several times until the manager finds the "right" person. The GAO confirms that about 71 percent of applicant lists containing a veteran at the top are returned as a result of

"candidates lacking desired qualifications." Tellingly, when no veteran's name appears on the list, 51 percent are returned.

Compounding the bias against veterans, according to Preston Taylor, director of the Department of Labor's Veterans Employment and Training Services, is the fact that the federal government is undergoing a massive reduction-in-force (RIF). By law, during a RIF, a veteran has "bumping rights," which simply means he or she can transfer into another position of the same level and "bump" a non-veteran or an employee with less tenure. Because veterans preference gives veterans such statutory protections during RIFs, other federal employees see them as a threat. All of which leaves non-veteran federal personnel feeling "angry and scared," says Taylor.

But there is a subtler reason why veterans are often shunted aside in favor of others, at least by civilian government contractors subject to federally mandated hiring policies: fear of discrimination cases brought by minorities. A person protected by Equal Employment Opportunity (EEO) laws who is discriminated against can sue and collect damages. Faced with the choice of a possible reprimand from OPM (which rarely happens anyway) or the very real threat of legal action and monetary settlement with those protected under EEO, contract employers routinely reject veteran applicants in favor of women and minorities, says the Veterans Economic Action Coalition (VEAC).

Interestingly, VEAC, a veterans preference advocacy organization, cites a handful of suits that tried to apply EEO guidelines in veterans preference cases, without success. It seems veterans are not included in the classes protected from discrimination under federal civil rights laws.

Unfortunately, even when the veteran lands the job, that doesn't always end the problem. The grim truth is that the job protection that once existed for veterans is rapidly being eroded.

Consider what has happened in the U.S. Postal Service. Some 278,000 veterans were employed in 1991 by the postal system, the nation's largest veteran employer. In 1994, newly

Today, about 20.7 percent of all federal employees outside of the postal system are veterans. In 1975, half of all federal employees—13.5 million workers—were veterans.

mitted to Vice President Al Gore, the MSPB stated, "The interaction of two staffing requirements embedded in federal personnel law—veterans preference and the 'Rule of Three'—is widely viewed as an impediment to good hiring practices." What this means in English is that the top three or more candidates for a government job (based on points scored) are for-

appointed Postmaster General Marvin Runyon, under orders to downsize the massive USPS, hit upon a cunning plan. Knowing that he could not undertake an actual RIF without running afoul of veterans preference statutes, Runyon instead shuffled his people around, moving former managers into low-ranking positions where they were supervised by individuals of lesser grade and tenure. Coupled with this was a freeze on all raises and cost of living adjustments for the former managers until the pay of the lower-paid supervisors eventually rose to meet the former managers' incomes through annual COLAs—a process that could take many years. In this way, the USPS would save millions by not having to pay salary increases or COLAs.

The affected employees, veteran and non-veteran alike, appealed to the MSPB, which agreed that the demotions did in fact constitute a RIF. Runyon wanted to appeal the decision, but fortunately for postal employees, President Clinton stepped in and told him to return them to their former positions.

STILL, Runyon had a trump card to play. He abolished some positions on paper, then renamed them and gave them revised duties. Thus, when veterans demanded their old jobs back, Runyon was able to tell some of them truthfully—if unfairly—"That position no longer exists."

In an interesting footnote to the postal caper, Joseph J. Mahon Jr., OPM's vice president of labor relations, wrote that among other things, Runyon's RIF was "too likely to have an adverse effect on minorities and women in the work force." By law and regulation, the only people whose jobs are protected during a RIF are veterans.

Yet somehow, affirmative action became the larger consideration over veterans preference, once more revealing the government's true priorities.

In document after document, whether from the USPS or other government agencies, the overriding concern seems to be minority body count. *Do we have enough blacks, Hispanics and women in our workplace?* Sadly, where veterans are concerned, the

question too often seems to be, *Can we think up another loophole to avoid veterans preference?*

Take the case of John L. Davis, a GS-15 civilian employee with the Army Corps of Engineers. A Korean veteran, Davis had worked for the government for 40 years. In March 1993, he was notified that his position would be eliminated as part of a RIF. According to Davis, there were as many as six positions at the GS-15 level within his department that he should have been able to bump to. His application to these positions was denied because, according to the civilian personnel officer, he was unqualified. He was offered a lower-paying job in another government office, which he ultimately was forced to accept.

HE APPEALED the decision to the MSPB. Though he acknowledged that "day-to-day administrative management of an office" was the only qualification he lacked for the position, he reminded the board he had similar experience at a lower pay grade. (In any case, federal managers have conceded in court that few people step into these managerial slots with every criterion fully met.)

Davis argued that he was denied his right to bump due to office politics and personal animosity. He supplied witnesses who testified that after he told another manager he intended to bump for the job in the event of a RIF, the manager complained to the director. Court records also showed that review board personnel intended to "teach Davis a lesson." Those same records contained statements that "he ascended fast, so he could descend fast," and that there were "political consequences" to Davis' actions.

Administrative Judge William L. Boulden wrote, "I find that [Davis] has established that [two review board members] were motivated by personal animus with regard to the appellant's rights under the RIF, and thus, the agency's determination of those rights could, under the circumstances, have been based on prohibited personnel practices."

A great victory for Davis? Not quite. Boulden wound up ruling against him, basing his decision on the dubious argument that Davis lacked managerial experience in the higher pay grade.

And there was nothing Davis could do about it. (Nor does the injustice end there, apparently: Susan Odom, a coworker and one of the people who

testified on Davis' behalf, claims that the Department of the Army is now retaliating against her husband and her.)

The State Department has concocted yet another method to ensure that "favored" non-veterans are retained within the government. Here the work force is divided into three sections, or "cones": the top-ranking 25 percent; the middle-ranked 50 percent; and the lowest-ranked 25 percent. Each cone is treated as a separate entity. This means the veterans in the highest cone enjoy full preference and RIF protection—but it also means the non-veterans in the top level have preference and protection from veterans in the two lower cones.

Thus, as so often happens, the government has applied veterans preference rules in an uneven, be-thankful-for-small-favors manner. And still, as Ray Smith, chairman of the Legion's National Economic Commission, puts it, "You can count on some manager or director figuring out some way to sidestep the rules."

THE SEARCH for silver linings in all this leads mostly to a handful of individuals waging their own personal war on behalf of veterans. For instance, PUFL Legionnaire Robert Donahue, a Local Veterans Employment Representative in Charles City, Iowa, received The American Legion National Outstanding Employment Service Officer Award for work placement, training and schooling of veterans. Donahue, a member of Post 278 in Osage, Iowa, found ways to get jobs for veterans in an area plagued by low employment.

Another "point of light" shines within the Department of New York, where the VEAC's Rick Weidman also is the department's veterans employment chairman. According to Department Adjutant Richard Pedro, Weidman and others have begun an aggressive effort to train, counsel and find employment for New York veterans. Other Legion Departments—notably South Carolina, Wisconsin and Utah—are also actively involved in finding veterans work in the private sector.

But admirable as these efforts may be, they do little to tip the scales of injustice that played havoc with the likes of John Minnick, John Davis and many thousands of other veterans—men and women who made the mistake of believing that veterans preference laws actually meant what they said.

TALKING POINTS

Reminder of background/history of meetings. We hope that they are useful and productive, and would appreciate any input on how to improve.

Progress has been made. Homelessness and HUD: Greater sensitivity to veterans and veterans-specific providers -- technical assistance meetings and workshops to ensure veterans-specific homeless providers integration into local continuums of care and to provide tips for competing for grants; HUD has hired a Veterans Coordinator (Bill Pittman, on detail from the Military Order of the Purple Heart); he will be working with their Veterans Resource Center in which a toll free number has been established to respond to questions about HUD programs.

Under the auspices of the Interagency Council of the Homeless and through funding from 12 of its agencies, the Census Bureau is conducting a survey of the homeless that includes questions about veterans status -- VA has been actively involved in the design of the survey. The survey will provide important information to help guide federal policymaking.

Important and exciting changes happening at the VA -- customer service improvements, streamlining, reduction in paperwork, and in the health care system. On Valentines' Day, our boss, CHR, participated in the Salute to Hospitalized Veterans with a visit to the VA Maryland Health Care System in Baltimore. She was tremendously impressed with the staff and facilities, and the changes that are occurring to provide better and more efficient care to veterans.

Focus of this meeting is to hear from you. But first we invited a couple of people to provide updates on a couple of issues you have raised with us in the past.

Patricia O'Neil of the Department of Veterans Affairs will give an update on the status of our eligibility reform proposals.

Toni Hustead, OMB Branch Chief for Veterans Affairs, Dan Ermann from HCFA and Ray Wilburn from VA will then tell us where they are in developing Medicare Subvention pilots for VA.

**WHITE HOUSE MEETING WITH REPRESENTATIVES
OF VETERAN SERVICE ORGANIZATIONS**

Friday, April 19, 10:15–11:45 am
Room 472 Old Executive Office Building

Agenda

Welcome/Introductions

- Kitty Higgins, Assistant to the President and Secretary to the Cabinet
- Jeremy Ben-Ami, Deputy Assistant to the President for Domestic Policy

Brief Updates

- Patricia O'Neil, Special Assistant to the Secretary for Policy and Planning,
Department of Veterans Affairs
- Medicare Subvention Working Group

Discussion of Issues of Concern from VSO Representatives

Adjourn

Withdrawal/Redaction Marker

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DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001a. fax	cover sheet, Robert Jones to Molly Brostrom (partial) (1 page)	04/18/1996	P6/b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Molly Brostrom
OA/Box Number: 8398

FOLDER TITLE:

Veterans Preference [1]

2012-0326-S

kc788

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

FRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

THE SECRETARY OF VETERANS AFFAIRS
WASHINGTONTELEFAX TRANSMISSION MEMOATTENTION: Molly

ORGANIZATION: _____

TELEFAX NO.: _____

FROM: Robert L. Jones, Special Assistant to the Secretary (00P)

ORGANIZATION: Department of Veterans Affairs

TELEFAX NO.: (202) 273-4876, Office No. (202) 273-4836

White House Phone No. (202) 456-5178, FAX No. 456-6218

NO. OF PAGES TO FOLLOW: 0DATE: 4/18MESSAGE: Patricia
PAT O'NEIL

P6/(b)(6)

SSAN

P6/(b)(6)

From VA will attend Meeting 4/19
To discuss Eligibility Reform
Please clear her in

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001b. list	Interagency Veterans Policy Group meeting attendees (partial) (2 pages)	04/19/1996	P6/b(6)

COLLECTION:

Clinton Presidential Records
Domestic Policy Council
Molly Brostrom
OA/Box Number: 8398

FOLDER TITLE:

Veterans Preference [1]

2012-0326-S

kc788

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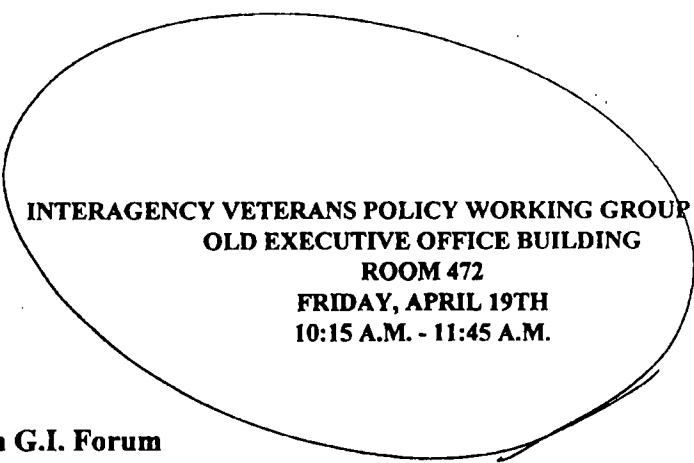
PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

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[0016]



INTERAGENCY VETERANS POLICY WORKING GROUP MEETING
OLD EXECUTIVE OFFICE BUILDING
ROOM 472
FRIDAY, APRIL 19TH
10:15 A.M. - 11:45 A.M.

American G.I. Forum

Ernie Garcia

P6/(b)(6)

Hector DeLeon

P6/(b)(6)

American Legion

George Michael Schlee

P6/(b)(6)

AMVETS

James J. Kenney - Exec Dir

P6/(b)(6)

Blinded Veterans Association

Tom Miller - Exec Dir

P6/(b)(6)

Art Mathews

P6/(b)(6)

Disabled American Veterans

Ron Drach - Englnat Dir

P6/(b)(6)

[0016]

Military Order of the Purple Heart

John B. Kirby

P6/(b)(6)

P6/(b)(6)

Ron Atwell

P6/(b)(6)

Paralyzed Veterans of America

Doug Vollmer

- leg. dir.

P6/(b)(6)

Veterans of Foreign Wars

William L. Bradshaw

P6/(b)(6)

Sidney Daniels

P6/(b)(6)

- employment

Vietnam Veterans of America

Bill Crandell

P6/(b)(6)

Patricia O'Neil

P6/(b)(6)

SS

P6/(b)(6)

4. How is veterans preference being applied in the reductions in force across the Federal Government? Should it not have a priority use in rating how the RIF is implemented?

Veteran's preference has been a retention factor since Congress approved the Veterans' Act of 1876. The fact that veterans have additional rights in the event of a cutback reflects the Congressional mandate to reward employees who served their country in the armed forces.

The law provides that Federal reduction in force (RIF) regulations¹ must take into account four factors in releasing employees: (1) tenure (i.e., type of appointment); (2) veterans preference; (3) length of service; and (4) performance ratings.

In competing for retention in their present positions, veterans are always retained over non-veterans with the same tenure, even if the non-veteran has more total creditable service.

An employee who is reached for a RIF action from his or her present position may have the right to "bump" an employee with lower retention standing, or to "retreat" to a position that he or she previously held if the position is presently encumbered by an employee with less service. Although a released employee must be qualified for a position in order to bump a lower-standing employee, the bump right may be to a position that he or she has never held. In applying the bump right, a veteran has the right to displace a non-veteran, even if the non-veteran has more total creditable service than the veteran.

Finally, if actually reached for separation by RIF, a veteran has priority over non-veterans for reemployment in positions that the agency may fill during a two-year period following the RIF.

###

¹ Federal reduction in force (RIF) regulations are derived from the Veterans' Preference Act of 1944 and are presently codified in sections 3501-3503 of title 5, United States Code. They are published in title 5, Code of Federal Regulations, part 351.

Vets Preference

(law doesn't have redress mechanism)

4/30 hearing - Mica → Should there be an appeals process

Bayer sched'd 5/30 hrg on structure + format

vets groups responding - BoS drafted bill

= no specifics @ hrg

- We have process - new MOU btwn key agencies - only 5 comp
few complaints - handled fairly + expitly

Last yr's issues:

Med Subv

Unified Services Unit of H&A

How to make services a more altv option

Normalizer w/ V'man

COLAs

Elig Return

Enrol buy

Play around



THE DEPUTY SECRETARY OF VETERANS AFFAIRS
WASHINGTON

May 6, 1996

*Lee Ann
Division
W. Higgins
Private
W. H.
officer
K.*

MEMORANDUM

TO: Kitty Higgins, Assistant to the President
and Secretary to the Cabinet

FROM: Hershel Gober, Deputy Secretary of *Hershel*
Veterans Affairs

SUBJ: Veterans Preference and the Administration

The Administration frequently has been criticized for its veterans policies and its alleged abuse of Veterans Preference in Federal Employment. A recent hearing held by Mr. Mica (R-FL) was utilized to claim that diversity goals have had a negative impact on veterans employment and that only 4% of the White House staff are veterans.

The facts generated by the Office of Personnel Management (OPM) reflect that veterans employment has improved substantially during this Administration. The attached General Accounting Office report (B-265702) requested by Chairman Stump (R-AZ) reflects the positive effect the President's veterans policy has had on their employment opportunities in the federal government.

I recommend that the White House utilize that report along with current OPM statistics as the basis for a press release to publicize this success.

Attachment:

cc: Director, OPM
Director W/H Personnel

May 9, 1996

NOTE TO: LEEANN INADOMI

FROM: KITTY HIGGINS

cc: Research
Molly Brostrom

Please share with appropriate White House offices.

- b'storm on Men Day
- call re: bike ride → set-up interview
- card to Grandma
- 1-pg on hsg bill:

General Government Division

B-265702

February 1, 1996

The Honorable Bob Stump
Chairman, Committee on Veterans'
Affairs
House of Representatives

Dear Mr. Chairman:

Under federal law, agencies are to give preferential hiring consideration to eligible veterans as a measure of national gratitude for their military service. Agencies are also to give preference to veterans in retaining their jobs during a reduction-in-force (RIF).

This report responds to your request for information on the veterans' preference practices of executive branch agencies. As agreed with your office, we are providing information on

- whether statistics indicate that the Office of Personnel Management (OPM) and other federal agencies have given veterans hiring preference;
- how OPM has implemented its veterans' preference oversight responsibilities;
- whether the Merit Systems Protection Board's (MSPB) authority over veterans' preference appeals was weakened by the Civil Service Reform Act of 1978 (P.L. 95-454); and
- how RIFs have affected women and minorities when veterans' preference was applied.

Results in Brief

Veterans represented a generally increasing share of the new hires made by OPM in recent years. In fiscal year 1994, for example, over 18 percent of OPM's new hires had veterans' preference, up from 6.6 percent in fiscal year 1990. The increased representation of veterans among new hires at OPM was generally reflected governmentwide. Among all agencies, the percentage of new hires with veterans' preference increased from 12 percent in fiscal year 1990 to 14.8 percent in fiscal year 1994. OPM's policies encourage the employment and career enhancement of veterans. OPM's guidance explains the various ways veterans can be hired and details the responsibilities of OPM's veterans program coordinator.

In terms of OPM's oversight of agencies' implementation of veterans' preference regulations, our prior work found that veterans' preference procedures were being properly applied in virtually all of the hiring

- Same rules apply to other agencies

- OPM does examining, ranking;

runs nation-wide job listing
for all agencies

agency can do, or can pay
OPM to do it

Appendix

Major Contributors to This Report

General Government
Division, Washington,
D.C.

Steven J. Wozny, Assistant Director,
Federal Management and Workforce Issues
Robert Goldenkoff, Evaluator-in-Charge

Office of the General
Counsel

Alan Belkin, Assistant General Counsel
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Denver Regional
Office

Thomas Kingham, Senior Evaluator

instances we examined.¹ We did not examine whether agencies were correctly applying veterans' preference during RIFs.

With regard to MSPB's authority over veterans' preference appeals, we believe the current legal framework to protect veterans' rights was not weakened by the Civil Service Reform Act. While the act extended appeal rights to other competitive service employees, veterans' rights to appeal RIFs and adverse personnel actions were not affected.

In our prior work on how women and minorities were affected during a RIF at three Department of Defense (DOD) installations, we found that women and minorities were disproportionately separated, in part because they ranked lower than white males in one of three retention factors, including veterans' preference.²

Background

To help reward veterans for their military service, the Veterans' Preference Act of 1944, as amended, requires that eligible veterans be given enhanced consideration for federal jobs. This is done by adding either 5 or 10 points to the passing examination scores of honorably discharged veterans meeting certain military service requirements. The basic preference to which applicants are entitled is the 5-point preference. The 10-point preference is given to disabled veterans and Purple Heart recipients, as well as to the eligible spouses, unmarried widows and widowers, and mothers of disabled or deceased veterans.

Candidates are listed on civil service registers in order of their examination ratings augmented by their preference points, except that disabled veterans who have compensable service-connected disabilities of 10 percent or more automatically rise to the top of civil service registers for nonprofessional, nonscientific positions below GS-9. Federal agencies have discretionary authority to give noncompetitive appointments to any veteran who has a service-connected disability of 30 percent or more.

Federal law also gives eligible veterans certain protections that help them retain their jobs during a RIF. These protections are discussed in greater detail in a later section of this report.

¹Federal Hiring: Does Veterans' Preference Need Updating? (GAO/GGD-92-52, Mar. 20, 1992).

²Federal Personnel: The EEO Implications of Reductions-In-Force (GAO/T-GGD-94-87, Feb. 1, 1994).

Scope and Methodology

Data on OPM's veterans' preference employment statistics were provided by OPM's Personnel Programs and Systems Division. Governmentwide data on veteran employment was obtained from OPM's Central Personnel Data File. The file includes information on federal workers in most agencies, the major exclusions being Members of Congress and employees of Congress, the Judicial Branch, and the Postal Service. The time period covered by both sets of data was fiscal years 1990 through 1994. We did not verify the accuracy of the OPM data.

To obtain information on OPM's oversight of veterans' preference regulations, we used our prior work that examined whether OPM and other executive agencies were giving veterans the preference to which they were entitled.³ In producing this report, we reviewed 1,136 randomly selected certificates (lists of eligible candidates) and 1,862 federal job applications submitted by persons on those certificates. We determined whether the applicants received appropriate preference points and certificate rankings and whether they were hired. The applications included 342 from veterans and 1,520 from nonveterans. OPM and other executive agencies prepared the certificates between July 1990 and June 1991. To obtain information on OPM's current role in monitoring agencies' implementation of veterans' preference hiring procedures, we interviewed OPM's Associate Director for Employment.

To obtain information on MSPB's authority over veterans' preference appeals, we analyzed applicable laws, regulations, and other pertinent documents. We also interviewed an official from MSPB's Office of Policy and Evaluation.

To determine how RIFs affect women and minorities when veterans' preference is applied, we used our earlier work that focused on RIFs at DOD, the only federal agency to have significant RIFs in fiscal year 1991.⁴ For that analysis, we selected for review one location each from the Army, Navy, and Air Force.

We performed our review from July 1995 through September 1995 in accordance with generally accepted government auditing standards. We obtained comments on a draft of our report from OPM and MSPB. These comments and our evaluation are discussed in the Agency Comments section.

³GAO/GGD-92-52.

⁴GAO/T-GGD-94-87.

Employment Statistics Show Veterans Comprise an Increasing Share of New Hires at OPM and Governmentwide, but a Smaller Share of the Federal Workforce as a Whole

The percentage of new hires with veterans' preference at OPM has generally increased in recent years, even as the agency has scaled back its hiring because of downsizing. As shown in figure 1, in fiscal year 1994, 18.4 percent of OPM's new hires had veterans' preference, compared with 6.6 percent in fiscal year 1990.

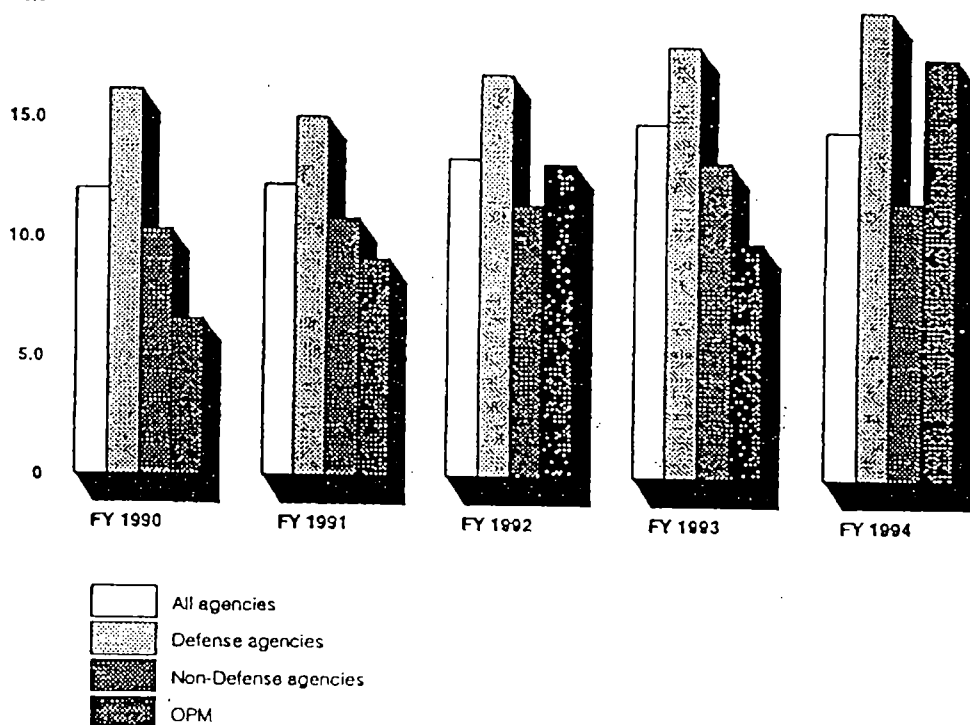
The proportional increase in veteran hires at OPM was generally reflected governmentwide. Among all agencies, the percentage of new hires with veterans' preference (including dependents of veterans with veterans' preference) increased overall from 12 percent in fiscal year 1990 to 14.8 percent in fiscal year 1994 (see fig. 1). According to an official from OPM's Employment Service, one reason for this increase could be that, as the demand for new employees has diminished, agencies have not needed to go as far down on employment registers as they have in the past. Because candidates at the top of registers are more likely to have veterans' preference, a larger proportion of these new hires would be veterans. Another factor suggested by OPM is the popularity of the Veterans Readjustment Appointment (VRA) authority, which allows agencies to directly hire veterans.⁶ In comparing OPM's performance in hiring preference eligibles with that of other agencies, the comparatively large percentage of employees claiming preference hired by OPM in fiscal year 1994 is noteworthy because OPM has generally lagged behind other agencies in previous years.

⁶VRA is a special authority by which agencies, at their discretion, can appoint an eligible veteran without competition. VRA employees are initially hired for a 2-year period, after which they are eligible for a permanent appointment.

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Figure 1: Agencies Are Hiring Proportionately More Candidates With Veterans' Preference

Percentage of total new hires with veterans' preference



Note: Data includes dependents of veterans with veterans' preference.

Source: OPM's Central Personnel Data File.

Defense agencies, led by the Army and Navy, hired a higher percentage of veterans with preference than did non-Defense agencies in fiscal years 1990 through 1994. In fiscal year 1994, for example, 20 percent of the Army's new hires and 21.4 percent of the Navy's new hires had veterans' preference. Among non-Defense agencies, the Department of Veterans Affairs had the largest proportion of veterans in its new hires. In fiscal year 1994, nearly 18 percent of its new hires had veterans' preference.

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The Proportion of Veterans in the OPM Workforce Has Increased Slightly but Remains Lower Than in Other Agencies

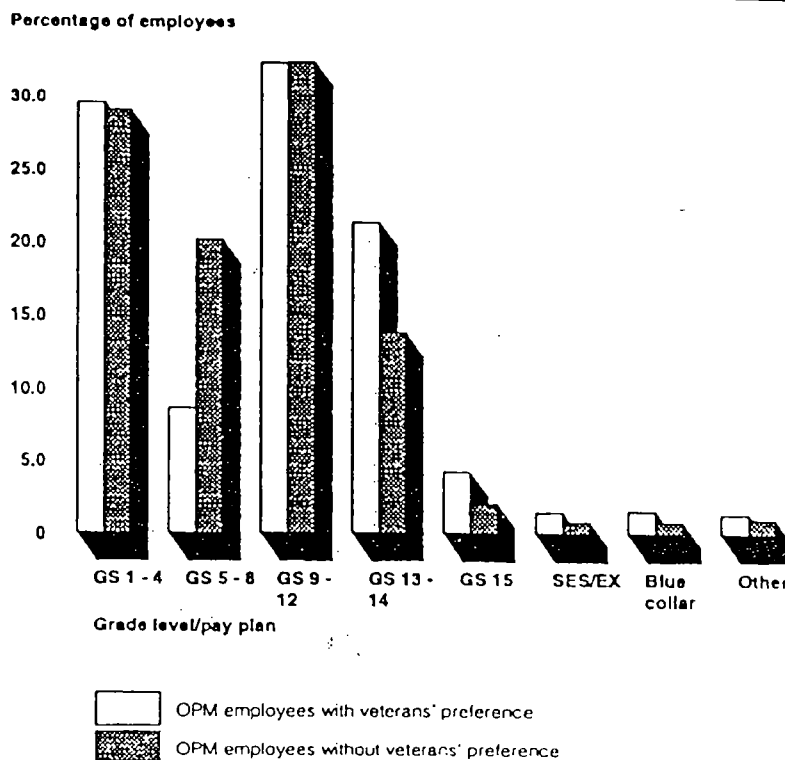
Over the last several years, OPM has substantially reduced the size of its workforce, going from 7,023 employees at the end of fiscal year 1992 to 5,618 employees at the end of fiscal year 1994. During this period, veterans with preference, as a share of all OPM employees, slightly increased their representation. At the end of fiscal year 1992, employees with veterans' preference made up 17 percent of OPM's workforce compared with about 18 percent at the end of fiscal year 1994. While veterans with preference now comprise a larger share of OPM's workforce than in previous years, their representation is still lower than in many other agencies. Governmentwide, 27 percent of the workforce had veterans' preference at the end of fiscal year 1994.

Veterans and Nonveterans Were Equally Distributed Across Lower and Middle Grade Levels at OPM

As shown in figure 2, no pattern existed with regard to the distribution of veterans and nonveterans across grade levels (GS and GS-equivalent) and pay plan (general schedule or wage grade) at OPM. Both groups were almost equally concentrated at grade levels 1 to 4 and 9 to 12. At the same time, there were proportionately more veterans at the higher grade levels—GS-13 to Senior Executive Service (SES)—compared with nonveterans, and a larger percentage of veterans than nonveterans were blue collar employees.

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Figure 2: Distribution of OPM Employees Across Grade Levels and Pay Plans by Veterans' Preference Status, Fiscal Year 1994



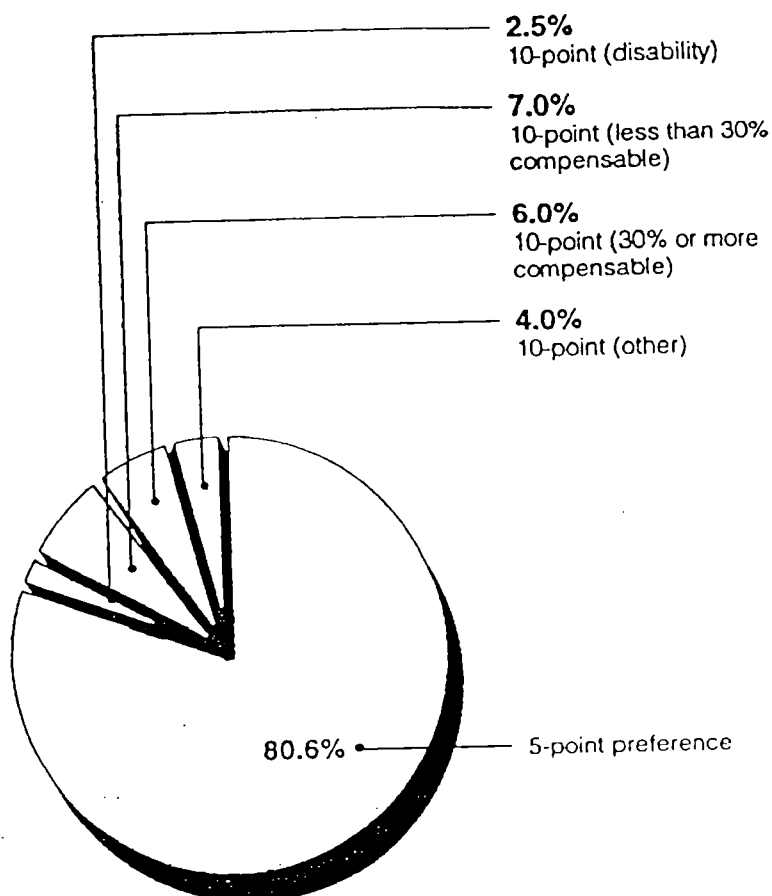
Note: Percentages are based on 1,035 employees with veterans' preference and 4,583 employees without veterans' preference.

Source: OPM.

With regard to the type of preference claimed by veterans at OPM, as shown in figure 3, of the 1,035 OPM employees that had veterans' preference at the end of fiscal year 1994, the vast majority claimed a 5-point preference. This is the basic veterans' preference to which eligible employees are entitled.

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Figure 3: Types of Veterans' Preference Claimed by OPM Employees, Fiscal Year 1994



Note 1: Percentages are based on 1,035 OPM employees with veterans' preference. Numbers may not add due to rounding.

Note 2: 10-point (other) preference is that granted to the widow/widower or mother of a deceased veteran or to the spouse or mother of a disabled veteran.

Source: OPM.

OPM's Policies Encourage the Hiring and Career Development of Veterans

OPM's policies on its internal employment of veterans are described in its Recruitment and Special Programs Handbook. The chapter on employment programs for veterans, for example, lists the various mechanisms and legal authorities through which veterans may be hired. OPM also has a veterans program coordinator who is responsible for

recruiting, placing, counseling, and helping to develop veterans' careers at OPM. Because of the sporadic need for the program coordinator's services, the position is a collateral responsibility of an employee in OPM's Employment Service.

To help veterans find employment at OPM, the agency publishes a pamphlet that describes its general career positions, including how candidates can qualify for either the VRA authority or the 30-percent-disabled veterans program. It also lists the forms applicants would need to complete in order to be considered for the various veterans programs.

The Proportion of Veterans in the Federal Workforce Is Declining

As noted earlier, preference-eligible veterans comprised 27 percent of the federal workforce as of September 30, 1994. This continued a downward trend in veteran employment that had been ongoing for a number of years. According to OPM data, preference-eligible veterans made up about 39 percent of the federal workforce at the end of fiscal year 1983, and 34 percent of the workforce at the end of fiscal year 1987.

A likely reason for the decline is that preference-eligible veterans are leaving the workforce in greater numbers than they are entering it, as a result of the aging of the veteran workforce and the shrinking of the pool of preference eligibles. For example, while veterans with preference accounted for 14.8 percent of all hires in fiscal year 1994, they accounted for nearly 49 percent of all retirements.

Throughout the 1980s, much of the decline in the number of veterans in the federal workforce could be attributed largely to the shrinking pool of preference eligibles. While Operation Desert Storm added to this pool, it is not known how many of these veterans are interested in applying for federal employment. Thus, whether the downward trend in veteran employment will be reversed in future years is unclear.

How OPM Has Implemented Its Veterans' Preference Oversight Responsibilities

To ensure that eligible veterans receive the preference due them, federal law requires that applicants for many federal positions be hired according to specific scoring, ranking, and selection procedures. These procedures are to be carried out either by OPM or by agencies when OPM delegates hiring authority to them.

According to OPM, as part of its oversight of veterans' preference, its various offices

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- routinely review returned certificates to determine whether agencies properly gave veterans preference in hiring,
- periodically audit agency-delegated examining units to assess whether they are applying veterans' preference properly,
- decide whether to allow agencies to pass over disabled veterans or to object to the qualifications of a disabled veteran for medical reasons,
- address issues on veterans' reemployment rights, and
- respond to agency and employee inquiries on RIF policies and procedures.

OPM's Office of Merit Systems Oversight and Effectiveness has oversight responsibility for veteran employment programs and authorized demonstration projects that test alternative veterans' preference hiring procedures. According to OPM, the oversight—done in response to specific complaints—is performed by OPM's service centers located in various cities across the country. OPM maintains that very few violations are found because hiring officials are good at seeing that veterans get the points and other preference to which they are entitled.

While we did not assess OPM's oversight practices for this assignment, in our March 1992 review of veterans' preference hiring procedures at OPM and other executive agencies, we found that veterans received the preference points to which they were entitled in nearly all cases. Of the 1,862 applications we examined, veterans' preference points were properly awarded in all but 6 instances. Moreover, veterans were properly placed on all but 1 of the 1,136 hiring certificates we reviewed. However, we also found that, at the time of our review, agency managers had returned a greater percentage of certificates without making a selection when a veteran appeared at the top (71 percent) than when a nonveteran did (51 percent).⁶ As a result, we recommended, and OPM implemented, a tracking system to identify and correct problems related to veterans' preference and the nonuse of certificates.

OPM does not believe that there is a problem with agencies' implementation of veterans' hiring procedures at this time. OPM meets quarterly with representatives of veterans service organizations to discuss veteran employment issues. According to an official from OPM's Employment Service, the lack of complaints from veterans at these meetings indicates to OPM that agencies are properly following veterans' preference hiring procedures.

⁶GAO/GGD-92-52, pp. 27-28

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The Civil Service Reform Act Authorized MSPB to Hear Certain Veterans' Preference Appeals

Based on our review of pertinent laws and regulations and interviews with an official from MSPB's Office of Policy and Evaluation, we believe that the Civil Service Reform Act did not weaken MSPB's authority to protect veterans' employment rights. Veterans are still entitled to appeal certain personnel actions to MSPB, and in some cases they are afforded special rights of redress that nonveterans lack.

Sections 12 and 14 of the Veterans Preference Act of 1944 gave veterans certain procedural and appeal protections for RIF actions, as well as for adverse personnel actions such as removals, suspensions of more than 14 days, reductions in grade or pay, and furloughs of 30 days or less. Under the act, veterans were to appeal their cases to the U.S. Civil Service Commission. Later, these protections were extended to nonveteran competitive service employees by executive order.

The Civil Service Reform Act of 1978 created MSPB, which was established to hear appeals previously taken to the Civil Service Commission. The act also granted all competitive service employees, not just veterans, a statutory right to appeal adverse personnel actions to MSPB. Thus, while the act created some new appeal rights that did not previously exist, it did not change the existing actions that could be appealed or the kinds of employees who could file those cases.

Moreover, in some instances, preference-eligible veterans have appeal rights not granted to others. For example, at certain agencies, such as the Postal Service, the Postal Rate Commission, the Panama Canal Commission, and the Tennessee Valley Authority, preference-eligible veterans can appeal RIFs and adverse actions to MSPB while other employees of these agencies generally cannot. And, while both veterans and nonveterans may appeal RIF procedures,⁷ under RIF regulations, employees with veterans' preference have significantly greater retention rights. As a result, they have greater substantive rights in their appeals to MSPB.

While MSPB has authority over certain types of appeals by preference-eligible veterans, the extent to which veterans actually appeal cases to MSPB is unclear. MSPB does not keep data on whether appellants were preference eligible.

⁷RIF procedures that can be appealed include, for example, agency failure to make a reasonable offer of assignment, failure to properly apply veterans' preference, and improper determination of an employee's tenure group or length of service.

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The Effect on Women and Minorities When Veterans' Preference Is Applied During a RIF

Federal law gives eligible veterans certain protections that help them retain their jobs during a RIF. As set forth in 5 U.S.C 3501-3504, whether an employee is retained depends on the following factors (listed in order of priority): (1) tenure (i.e. career, career conditional, or temporary); (2) veterans' preference; and (3) seniority (adjusted for performance ratings). Using these factors, agencies are to rank each employee where jobs are to be eliminated and record this ranking in a retention register. Within each tenure group, disabled veterans are listed first, followed by veterans. Nonveterans are ranked last. Employees are separated starting at the bottom of a retention register. As positions are abolished, incumbents of those positions may have assignment rights to other positions depending on their retention status and qualifications.

According to OPM, while agencies may consider the impact RIFs may have on women and minorities, employees in these categories are not afforded the statutory protections given to veterans during a RIF. Thus, unless the women and minorities are veterans, they may be separated at a rate that is unintentionally disproportionate to their numbers.

In our February 1994 testimony on the demographic impacts of RIFs that occurred at three locations in 1991—Alameda Naval Aviation Depot, Kelly Air Force Base, and Watervliet Army Arsenal—we found that, at all three sites, minorities were separated at a rate disproportionate to their numbers, and that women were separated disproportionate to their numbers at Watervliet and Alameda.⁸ In some cases, these disproportionate separations occurred because women and minorities ranked lower than white males in one of the three retention factors, including veterans' preference. In other cases, the disproportionate separations occurred because minorities occupied a large proportion of the positions abolished and the employees had no assignment rights to other positions.

For example, at Alameda, although 73 of 147 (50 percent) of wage grade 10 (WG-10) machinists were minorities, 9 of 13 (69 percent) of those separated were minorities. Similarly, at Watervliet, although only 15 of the 182 (8 percent) WG-8 machine tool operators were women, 13 of 56 (23 percent) of those separated were women. Overall, minorities at Alameda had slightly lower career tenure status (87 percent compared to 88 percent for nonminorities); 39 percent had veterans' preference status compared to 46 percent of nonminorities; and 42 percent had above

⁸GAO/F-GGD-94-87, p. 2

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average performance-adjusted seniority compared to 52 percent of nonminorities.

A variation among the groups in even one of the three retention factors could markedly affect separation rates. For example, the 13 women at Watervliet Army Arsenal generally were separated because they lacked veterans' preference. On the other hand, tenure was the most significant factor affecting the separations of the nine minority employees at Alameda.

Agency Comments and Our Evaluation

We requested comments on a draft of this report from the Chairman of MSPB and the Director of OPM. On October 6, 1995, MSPB's Deputy Director of Policy and Evaluation provided us with oral comments. MSPB agreed with our findings but suggested some minor changes to help clarify our discussion of RIF procedures and who is eligible to appeal them. On October 11, 1995, we received oral comments from the Associate Director, Employment Service, OPM. OPM agreed with our findings but suggested that we attach several additional oversight activities to those already cited in our report in order to make our discussion of OPM's oversight of veterans' preference more complete. We found both agencies' comments to be reasonable and have incorporated them in our report where appropriate.

Copies of this report are being sent to the Ranking Minority Member of the House Committee on Veterans' Affairs, as well as the Chairmen and Ranking Minority Members of the Subcommittee on Civil Service, House Committee on Government Reform and Oversight; the Subcommittee on Post Office and Civil Service, Senate Committee on Governmental Affairs; and the Senate Committee on Veterans' Affairs. Upon request, copies will

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be made available to others interested in veterans' preference and employment issues. The major contributors to this report are listed in the appendix. Please call me on (202) 512-3511 if you have any questions concerning this report.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Timothy P. Bowling". The signature is fluid and cursive, with the first name "Timothy" and last name "Bowling" clearly distinguishable.

Timothy P. Bowling
Associate Director
Federal Management and
Workforce Issues

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Abbreviations

DOD	Department of Defense
MSPB	Merit Systems Protection Board
OPM	Office of Personnel Management
RIF	reduction-in-force
SES	Senior Executive Service
VRA	Veterans Readjustment Appointment

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