

VEOA

(Veterans Employment Opportunities Act)

- **Competitive**
- Any grade / series
- Eligible or preference veterans may apply to positions announced under merit promotion when the agency is recruiting outside of its workforce
- Not entitlement of getting position
- Veteran selected must be given career or career conditional appointment
- **Veterans preference is not a factor in these appts.**
- Eligibility Criteria:
 - Preference eligible or
 - Veteran separated from the armed forces after 3 or more years of continuous active service performed under honorable conditions, or
 - Veterans separated shortly before 3 year tour
- No temp or term appts

VRA

(Veterans Recruitment Appointment Authority)

- **Non Competitive**
- **Up to GS-11**
- Any series
- Excepted Appt in otherwise competitive service
- No limit to the # of VRA appts a vet may receive
- **After 2 yrs** of satisfactory service, must convert to career or career conditional
- Eligibility Criteria:
 - Disabled Veterans, or
 - Who served on active duty in the Armed Forces during a war, campaign, expedition for which a campaign badge was authorized, or
 - While serving on active duty, participated in a US military operation for which an Armed Forces Service Medal was awarded, or
 - Recently separated veterans
 - Honorably discharged
- No ranking or rating
- Can be temp or term

30% or More Service Connected Disability

- **Non Competitive**
- Appt more than 30 days, or a term appt if -
 - honorably discharged veteran with a disability rated at 30% or greater
 - or rated by the Dept of VA since 1991 or later to include disability determinations from a military branch,
 - or as having a compensable service-connected disability of 30%.
- No grade level limitation
- Any series
- Must convert employee, without a break in service, to a career or career conditional appt at any time during the employees temporary or term appt
- **Usually can convert by 2nd payday**

Schedule A

- **Non Competitive**
- Any grade / series
- Temp, time limited or permanent positions
- Eligibility Criteria:
 - Mental retardation
 - Severe physical disability
 - Psychiatric disabilities
 - appropriate doc issued from a licensed medical professional or a licensed vocational rehabilitation; or any Federal agency, State agency, or an agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.
- Certification of job readiness.
- An agency may noncompetitively convert to the competitive service an employee who has completed 2 years of satisfactory service in a non-temporary appt