

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2018



FEDSHIREVETS®

Employment of Veterans in the Federal Executive Branch Fiscal Year 2018

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

The U.S. Office of Personnel Management (OPM) implements programs and delivers services that help Federal agencies better recruit, retain, and manage employees with mission-critical skills. These programs and services provide the infrastructure Federal agencies need to meet many of their critical staffing needs, and further enhance employment opportunities for veterans, military spouses, and eligible family members as outlined in Executive Order 13518, Employment of Veterans in the Federal Government.

Veteran talent is critical to enacting the President's Management Agenda which addresses challenges faced by the Federal workforce of the future. Veterans represent the very best of our nation, and their unique experience brings invaluable skills to the workplace. These individuals understand what it means to serve a cause greater than themselves and they contribute tremendous value to their communities and places of work. As we move forward under my tenure as Acting Director, I will continue to support the President's work to hire and train veterans to become essential members of the Federal workforce. By helping veterans to transition to civilian careers, we fulfill our sacred obligation to give back to those distinguished men and women who have given so much for us.

In Fiscal Year (FY) 2018, the Executive Branch of the Federal Government hired 63,238 veterans compared to 57,062 veterans hired in FY 2017, representing a veteran new hire percentage rate of 28.0 percent. Overall, the Federal Government hired 228,243 new employees in FY 2018 compared to 202,896 new employees in FY 2017 -- an increase of 25,347 total new hires.

In FY 2018, there were 2,047,514 Federal employees onboard compared to 2,034,269 in FY 2017. The total number of veterans onboard in FY 2018 was 634,217 compared to 633,386 in FY 2017. Veterans currently represent 31.0 percent of the Federal workforce compared to 31.1 percent in FY 2017.

I'm extremely proud to announce the success of the President's Veteran Employment Initiative in FY 2018 and look forward to continued success in giving the American taxpayer a return on the investment made in the training and development of our nation's veterans.

Michael J. Rigas
Acting Director
U.S. Office of Personnel Management

INTRODUCTION

The EMPLOYMENT OF VETERANS IN THE FEDERAL EXECUTIVE BRANCH report is produced annually by the U.S. Office of Personnel Management (OPM) to provide useful data on the employment of veterans within the Federal Executive Branch. This report covers those organizations identified in Executive Order 13518, which account for approximately 97.9 percent of all Federal employees and 99.1 percent of all veterans employed in the Federal Executive Branch. The appendices provide additional information on the affected agencies and abbreviations used within the report.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2018.

The primary elements used to identify veterans for Federal employment purposes are Veteran Status, Veterans' Preference, Creditable Military Service, Annuitant Code, and Legal Authorities Codes. Veterans' preference is defined in section 2108 of title 5, United States Code (U.S.C.), which presents the criteria used in determining whether a person is entitled to statutory hiring preference under 5 U.S.C. 3317–3319. Veteran status indicates whether an individual is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active military, naval, or air service, and who was discharged under conditions other than dishonorable).

Creditable Military Service is defined as military service that is creditable for annual leave accrual purposes. The Annuitant Code identifies employees who are retired from the military and Legal Authority Codes identify employees who were hired under special hiring authorities such as Veterans' Recruitment Appointment (VRA), Veterans Employment Opportunity Act of 1998, as amended (VEOA), or 30% or more Disabled Veteran appointments.

The Federal Government has established programs to facilitate the hiring, placement, and advancement of veterans and individuals with disabilities. Self-identification of disability status is essential for effective data collection and analysis of the Government's efforts. Effective March 2017, OPM initiated a new methodology to identify employees found in hiring actions of undisclosed disability. This modification is reflected on all tables related to disability hiring in the Government.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2018

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Table 1
Total On-Board Employees

Category	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Total Employees	1,990,033	2,016,370	2,042,669	2,034,269	2,047,514
Total Veterans	612,661	623,762	635,556	633,386	634,217
% of All Employees	31%	31%	31%	31%	31%
Veterans with Preference	516,075	531,988	544,178	543,916	546,399
% of All Employees	26%	26%	27%	27%	27%
% of All Veterans	84%	85%	86%	86%	86%
Disabled Veterans	226,013	243,176	259,238	273,428	293,198
% of All Employees	11%	12%	13%	13%	14%
% of All Veterans	37%	39%	41%	43%	46%
30% or more Disabled Veterans	132,434	146,872	161,052	172,882	186,602
% of All Employees	7.0%	7%	8%	8%	9%
% of All Veterans	22%	24%	25%	27%	29%

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

Table 1A
Total On-Board Employees — All Veterans

	FY 2017			FY 2018		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,034,269	633,386	31.1%	2,047,514	634,217	31%
Executive Order Agencies						
Agriculture	93,401	12,226	13.1%	90,382	11,582	12.8%
Commerce	47,704	5,715	12.0%	46,004	5,585	12.1%
Defense	681,529	324,253	47.6%	692,517	326,596	47.2%
Air Force	144,844	82,837	57.2%	146,848	83,004	56.5%
Army	221,028	111,563	50.5%	222,169	112,246	50.5%
Navy	206,071	88,867	43.1%	212,956	89,965	42.2%
Defense Activities	109,586	40,986	37.4%	110,544	41,381	37.4%
Education	4,059	464	11.4%	3,712	428	11.5%
Energy	14,762	3,693	25.0%	14,382	3,663	25.5%
HHS	84,822	6,387	7.5%	82,518	6,247	7.6%
Homeland Security	198,399	54,296	27.4%	205,121	54,888	26.8%
HUD	7,827	1,261	16.1%	7,466	1,205	16.1%
Interior	68,275	11,909	17.4%	66,750	11,583	17.4%
Justice	115,976	28,509	24.6%	113,462	27,391	24.1%
Labor	15,016	3,335	22.2%	14,311	3,205	22.4%
State	12,301	2,583	21.0%	11,709	2,403	20.5%
Transportation	54,748	20,093	36.7%	54,111	19,843	36.7%
Treasury	87,676	9,745	11.1%	88,605	9,535	10.8%
Veterans Affairs	381,457	123,608	32.4%	392,287	124,800	31.8%
AID	1,583	229	14.5%	1,501	202	13.5%
EPA	15,058	1,346	8.9%	14,457	1,278	8.8%
GSA	11,498	2,658	23.1%	11,071	2,599	23.5%
NASA	17,189	2,094	12.2%	17,183	2,116	12.3%
NSF	1,479	124	8.4%	1,482	126	8.5%
OPM	5,506	1,517	27.6%	5,554	1,573	28.3%
NRC*	3,228	667	20.7%	3,081	638	20.7%
SSA	62,297	10,252	16.5%	62,519	10,508	16.8%
SBA	5,249	776	14.8%	5,276	740	14.0%
Total Executive Order Agencies	1,991,039	627,740	31.5%	2,005,461	628,734	31.4%

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

*NRC is an Excepted Service Agency.

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

	FY 2017			FY 2018		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,034,269	543,916	26.7%	2,047,514	546,399	26.7%
Executive Order Agencies						
Agriculture	93,401	11,301	12.1%	90,382	10,680	11.8%
Commerce	47,704	5,048	10.6%	46,004	4,971	10.8%
Defense	681,529	282,130	41.4%	692,517	285,357	41.2%
Air Force	144,844	70,881	48.9%	146,848	71,127	48.4%
Army	221,028	97,460	44.1%	222,169	98,768	44.5%
Navy	206,071	78,845	38.3%	212,956	79,974	37.6%
Defense Activities	109,586	34,944	31.9%	110,544	35,488	32.1%
Education	4,059	396	9.8%	3,712	360	9.7%
Energy	14,762	3,133	21.2%	14,382	3,109	21.6%
HHS	84,822	5,985	7.1%	82,518	5,834	7.1%
Homeland Security	198,399	45,774	23.1%	205,121	46,493	22.7%
HUD	7,827	1,135	14.5%	7,466	1,082	14.5%
Interior	68,275	10,550	15.5%	66,750	10,282	15.4%
Justice	115,976	23,666	20.4%	113,462	23,053	20.3%
Labor	15,016	3,116	20.8%	14,311	3,004	21.0%
State	12,301	2,303	18.7%	11,709	2,141	18.3%
Transportation	54,748	15,980	29.2%	54,111	15,923	29.4%
Treasury	87,676	8,026	9.2%	88,605	7,866	8.9%
Veterans Affairs	381,457	103,232	27.1%	392,287	104,099	26.5%
AID	1,583	217	13.7%	1,501	192	12.8%
EPA	15,058	1,147	7.6%	14,457	1,094	7.6%
GSA	11,498	2,275	19.8%	11,071	2,226	20.1%
NASA	17,189	1,607	9.3%	17,183	1,634	9.5%
NSF	1,479	101	6.8%	1,482	104	7.0%
OPM	5,506	1,355	24.6%	5,554	1,408	25.4%
NRC*	3,228	532	16.5%	3,081	515	16.7%
SSA	62,297	9,341	15.0%	62,519	9,601	15.4%
SBA	5,249	707	13.5%	5,276	656	12.4%
Total Executive Order Agencies	1,991,039	539,057	27.1%	2,005,461	541,684	27%

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

*NRC is an Excepted Service Agency.

Table 1C
Total On-Board Employees — Disabled Veterans

	FY 2017			FY 2018		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,034,269	273,428	13.4%	2,047,514	293,198	14.3%
Executive Order Agencies						
Agriculture	93,401	5,184	5.6%	90,382	5,112	5.7%
Commerce	47,704	2,093	4.4%	46,004	2,166	4.7%
Defense	681,529	142,108	20.9%	692,517	155,849	22.5%
Air Force	144,844	33,432	23.1%	146,848	35,977	24.5%
Army	221,028	54,090	24.5%	222,169	58,793	26.5%
Navy	206,071	35,785	17.4%	212,956	40,966	19.2%
Defense Activities	109,586	18,801	17.2%	110,544	20,113	18.2%
Education	4,059	185	4.6%	3,712	178	4.8%
Energy	14,762	1,405	9.5%	14,382	1,436	10.0%
HHS	84,822	2,679	3.2%	82,518	2,781	3.4%
Homeland Security	198,399	18,218	9.2%	205,121	19,822	9.7%
HUD	7,827	673	8.6%	7,466	674	9.0%
Interior	68,275	5,052	7.4%	66,750	5,245	7.9%
Justice	115,976	8,179	7.1%	113,462	8,506	7.5%
Labor	15,016	1,777	11.8%	14,311	1,770	12.4%
State	12,301	1,085	8.8%	11,709	1,045	8.9%
Transportation	54,748	5,996	11.0%	54,111	6,199	11.5%
Treasury	87,676	3,965	4.5%	88,605	4,101	4.6%
Veterans Affairs	381,457	63,228	16.6%	392,287	66,022	16.8%
AID	1,583	102	6.4%	1,501	97	6.5%
EPA	15,058	593	3.9%	14,457	594	4.1%
GSA	11,498	1,174	10.2%	11,071	1,201	10.8%
NASA	17,189	748	4.4%	17,183	808	4.7%
NSF	1,479	61	4.1%	1,482	61	4.1%
OPM	5,506	770	14.0%	5,554	861	15.5%
NRC*	3,228	156	4.8%	3,081	159	5.2%
SSA	62,297	5,231	8.4%	62,519	5,697	9.1%
SBA	5,249	383	7.3%	5,276	384	7.3%
Total Executive Order Agencies	1,991,039	271,045	13.6%	2,005,261	290,768	14.5%

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

*NRC is an Excepted Service Agency.

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

	FY 2017			FY 2018		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,034,269	172,882	8.5%	2,047,514	186,602	9.1%
Executive Order Agencies						
Agriculture	93,401	3,146	3.4%	90,382	3,152	3.5%
Commerce	47,704	1,085	2.3%	46,004	1,194	2.6%
Defense	681,529	94,359	13.8%	692,517	102,883	14.9%
Air Force	144,844	19,152	13.2%	146,848	20,944	14.3%
Army	221,028	38,787	17.5%	222,169	42,282	19.0%
Navy	206,071	23,776	11.5%	212,956	25,872	12.1%
Defense Activities	109,586	12,644	11.5%	110,544	13,785	12.5%
Education	4,059	108	2.7%	3,712	103	2.8%
Energy	14,762	781	5.3%	14,382	838	5.8%
HHS	84,822	1,650	1.9%	82,518	1,726	2.1%
Homeland Security	198,399	10,720	5.4%	205,121	11,861	5.8%
HUD	7,827	457	5.8%	7,466	463	6.2%
Interior	68,275	2,884	4.2%	66,750	3,050	4.6%
Justice	115,976	5,075	4.4%	113,462	5,276	4.7%
Labor	15,016	1,193	7.9%	14,311	1,216	8.5%
State	12,301	680	5.5%	11,709	662	5.7%
Transportation	54,748	3,154	5.8%	54,111	3,388	6.3%
Treasury	87,676	2,408	2.7%	88,605	2,544	2.9%
Veterans Affairs	381,457	37,910	9.9%	392,287	40,408	10.3%
AID	1,583	74	4.7%	1,501	70	4.7%
EPA	15,058	353	2.3%	14,457	363	2.5%
GSA	11,498	775	6.7%	11,071	782	7.1%
NASA	17,189	433	2.5%	17,183	471	2.7%
NSF	1,479	42	2.8%	1,482	41	2.8%
OPM	5,506	530	9.6%	5,554	595	10.7%
NRC*	3,228	77	2.4%	3,081	81	2.6%
SSA	62,297	3,372	5.4%	62,519	3,740	6.0%
SBA	5,249	227	4.3%	5,276	224	4.2%
Total Executive Order Agencies	1,991,039	171,493	8.6%	2,005,461	185,131	9.2%

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

*NRC is an Excepted Service Agency.

Table 2

Total Non-Seasonal Full Time Permanent On-Board Employees

Category	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Total Employees	1,778,445	1,802,571	1,823,665	1,826,298	1,830,155
Total Veterans	578,849	589,955	600,247	601,351	601,092
% of All Employees	32.5%	32.7%	32.9%	32.9%	33%
Veterans with Preference	487,942	503,599	514,555	517,267	518,835
% of All Employees	27.4%	27.9%	28.2%	28.3%	28%
% of All Veterans	84.3%	85.4%	85.7%	86.0%	86%
Disabled Veterans	213,021	229,284	244,200	258,781	276,588
% of All Employees	12.0%	12.7%	13.4%	14.2%	15%
% of All Veterans	36.8%	38.9%	40.7%	43.0%	46%
30% or more Disabled Veterans	124,953	138,319	151,382	163,419	175,671
% of All Employees	7.0%	7.7%	8.3%	8.9%	10%
% of All Veterans	21.6%	23.4%	25.2%	27.2%	29%

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

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

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

	FY 2017			FY 2018		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,826,298	601,351	32.9%	1,830,155	601,092	32.8%
Executive Order Agencies						
Agriculture	73,231	10,490	14.3%	70,310	9,964	14.2%
Commerce	35,757	4,651	13.0%	35,406	4,562	12.9%
Defense	636,417	309,488	48.6%	641,407	310,203	48.4%
Air Force	139,981	80,275	57.3%	141,201	79,945	56.6%
Army	205,255	105,008	51.2%	205,196	105,389	51.4%
Navy	201,127	87,216	43.4%	207,232	88,215	42.6%
Defense Activities	90,054	36,989	41.1%	87,778	36,654	41.8%
Education	3,842	460	12.0%	3,532	423	12.0%
Energy	14,249	3,647	25.6%	13,809	3,609	26.1%
HHS	65,866	6,046	9.2%	64,985	5,975	9.2%
Homeland Security	173,326	51,029	29.4%	177,310	51,515	29.1%
HUD	7,697	1,252	16.3%	7,334	1,198	16.3%
Interior	49,721	9,637	19.4%	48,476	9,484	19.6%
Justice	111,778	28,088	25.1%	109,529	27,055	24.7%
Labor	14,424	3,222	22.3%	13,720	3,084	22.5%
State	10,166	2,297	22.6%	9,725	2,158	22.2%
Transportation	53,568	19,832	37.0%	53,004	19,590	37.0%
Treasury	78,734	9,081	11.5%	76,024	8,750	11.5%
Veterans Affairs	342,111	117,744	34.4%	352,303	119,145	33.8%
AID	1,505	226	15.0%	1,385	199	14.4%
EPA	13,950	1,322	9.5%	13,415	1,261	9.4%
GSA	11,118	2,611	23.5%	10,792	2,558	23.7%
NASA	16,935	2,060	12.2%	16,908	2,079	12.3%
NSF	1,246	115	9.2%	1,256	118	9.4%
OPM	5,323	1,499	28.2%	5,400	1,552	28.7%
NRC*	3,064	649	21.2%	2,914	615	21.1%
SSA	60,879	10,110	16.6%	60,726	10,331	17.0%
SBA	2,166	448	20.7%	2,153	443	20.6%
Total Executive Order Agencies	1,787,073	596,004	33.4%	1,791,823	595,871	33.3%

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

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

*NRC is an Excepted Service Agency.

Table 2B

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

	FY 2017			FY 2018		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,826,298	517,267	28.3%	1,830,155	518,835	28.3%
Executive Order Agencies						
Agriculture	73,231	9,678	13.2%	70,310	9,172	13.0%
Commerce	35,757	4,027	11.3%	35,406	3,985	11.3%
Defense	636,417	269,884	42.4%	641,407	271,583	42.3%
Air Force	139,981	68,686	49.1%	141,201	68,495	48.5%
Army	205,255	91,779	44.7%	205,196	92,770	45.2%
Navy	201,127	77,532	38.5%	207,232	78,544	37.9%
Defense Activities	90,054	31,887	35.4%	87,778	31,774	36.2%
Education	3,842	393	10.2%	3,532	357	10.1%
Energy	14,249	3,093	21.7%	13,809	3,065	22.2%
HHS	65,866	5,713	8.7%	64,985	5,619	8.6%
Homeland Security	173,326	43,049	24.8%	177,310	43,731	24.7%
HUD	7,697	1,127	14.6%	7,334	1,076	14.7%
Interior	49,721	8,536	17.2%	48,476	8,419	17.4%
Justice	111,778	23,285	20.8%	109,529	22,762	20.8%
Labor	14,424	3,007	20.8%	13,720	2,889	21.1%
State	10,166	2,047	20.1%	9,725	1,926	19.8%
Transportation	53,568	15,760	29.4%	53,004	15,718	29.7%
Treasury	78,734	7,489	9.5%	76,024	7,236	9.5%
Veterans Affairs	342,111	98,809	28.9%	352,303	99,883	28.4%
AID	1,505	214	14.2%	1,385	189	13.6%
EPA	13,950	1,129	8.1%	13,415	1,081	8.1%
GSA	11,118	2,234	20.1%	10,792	2,190	20.3%
NASA	16,935	1,579	9.3%	16,908	1,605	9.5%
NSF	1,246	99	7.9%	1,256	101	8.0%
OPM	5,323	1,342	25.2%	5,400	1,393	25.8%
NRC*	3,064	518	16.9%	2,914	496	17.0%
SSA	60,879	9,212	15.1%	60,726	9,446	15.6%
SBA	2,166	425	19.6%	2,153	414	19.2%
Total Executive Order Agencies	1,787,073	512,649	28.7%	1,791,823	514,336	28.7%

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

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

*NRC is an Excepted Service Agency.

Table 2C

Total Non-Seasonal Full-Time Permanent — Disabled Veterans

	FY 2017			FY 2018		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,826,298	258,781	14.2%	1,830,155	276,588	15.1%
Executive Order Agencies						
Agriculture	73,231	4,623	6.3%	70,310	4,551	6.5%
Commerce	35,757	1,672	4.7%	35,406	1,695	4.8%
Defense	636,417	134,739	21.2%	641,407	146,770	22.9%
Air Force	139,981	31,926	22.8%	141,201	33,962	24.1%
Army	205,255	50,640	24.7%	205,196	54,799	26.7%
Navy	201,127	35,095	17.4%	207,232	40,075	19.3%
Defense Activities	90,054	17,078	19.0%	87,778	17,934	20.4%
Education	3,842	185	4.8%	3,532	177	5.0%
Energy	14,249	1,378	9.7%	13,809	1,407	10.2%
HHS	65,866	2,600	3.9%	64,985	2,705	4.2%
Homeland Security	173,326	16,995	9.8%	177,310	18,426	10.4%
HUD	7,697	669	8.7%	7,334	672	9.2%
Interior	49,721	4,100	8.2%	48,476	4,269	8.8%
Justice	111,778	8,059	7.2%	109,529	8,401	7.7%
Labor	14,424	1,715	11.9%	13,720	1,703	12.4%
State	10,166	1,029	10.1%	9,725	997	10.3%
Transportation	53,568	5,893	11.0%	53,004	6,089	11.5%
Treasury	78,734	3,662	4.7%	76,024	3,726	4.9%
Veterans Affairs	342,111	60,289	17.6%	352,303	63,146	17.9%
AID	1,505	102	6.8%	1,385	97	7.0%
EPA	13,950	583	4.2%	13,415	586	4.4%
GSA	11,118	1,140	10.3%	10,792	1,177	10.9%
NASA	16,935	733	4.3%	16,908	790	4.7%
NSF	1,246	58	4.7%	1,256	59	4.7%
OPM	5,323	763	14.3%	5,400	852	15.8%
NRC*	3,064	151	4.9%	2,914	155	5.3%
SSA	60,879	5,145	8.5%	60,726	5,590	9.2%
SBA	2,166	229	10.6%	2,153	233	10.8%
Total Executive Order Agencies	1,787,073	256,512	14.4%	1,791,823	274,273	15.3%

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

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

*NRC is an Excepted Service Agency.

Table 2D

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

	FY 2017			FY 2018		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,826,298	163,419	8.9%	1,830,155	175,671	9.6%
Executive Order Agencies						
Agriculture	73,231	2,863	3.9%	70,310	2,864	4.1%
Commerce	35,757	929	2.6%	35,406	980	2.8%
Defense	636,417	88,778	13.9%	641,407	95,991	15.0%
Air Force	139,981	17,928	12.8%	141,201	19,247	13.6%
Army	205,255	36,047	17.6%	205,196	39,135	19.1%
Navy	201,127	23,281	11.6%	207,232	25,250	12.2%
Defense Activities	90,054	11,522	12.8%	87,778	12,359	14.1%
Education	3,842	108	2.8%	3,532	103	2.9%
Energy	14,249	763	5.4%	13,809	815	5.9%
HHS	65,866	1,602	2.4%	64,985	1,676	2.6%
Homeland Security	173,326	10,082	5.8%	177,310	11,193	6.3%
HUD	7,697	454	5.9%	7,334	462	6.3%
Interior	49,721	2,376	4.8%	48,476	2,536	5.2%
Justice	111,778	4,996	4.5%	109,529	5,208	4.8%
Labor	14,424	1,150	8.0%	13,720	1,165	8.5%
State	10,166	656	6.5%	9,725	646	6.6%
Transportation	53,568	3,081	5.8%	53,004	3,308	6.2%
Treasury	78,734	2,234	2.8%	76,024	2,330	3.1%
Veterans Affairs	342,111	36,338	10.6%	352,303	38,827	11.0%
AID	1,505	74	4.9%	1,385	70	5.1%
EPA	13,950	343	2.5%	13,415	356	2.7%
GSA	11,118	753	6.8%	10,792	765	7.1%
NASA	16,935	425	2.5%	16,908	461	2.7%
NSF	1,246	41	3.3%	1,256	40	3.2%
OPM	5,323	524	9.8%	5,400	587	10.9%
NRC*	3,064	74	2.4%	2,914	79	2.7%
SSA	60,879	3,312	5.4%	60,726	3,669	6.0%
SBA	2,166	136	6.3%	2,153	136	6.3%
Total Executive Order Agencies	1,787,073	162,092	9.1%	1,791,823	174,267	9.7%

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

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

*NRC is an Excepted Service Agency.

Table 3
Total New Hires — Veteran New Hires

Category	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Total Employees	180,562	221,166	229,034	202,896	228,243
Total Veterans	59,992	71,867	71,304	57,062	63,238
% of All Employees	33.2%	32.5%	31.0%	28.0%	28%
Veterans with Preference	53,608	64,590	63,263	49,878	54,976
% of All Employees	29.7%	29.2%	28.0%	25.0%	24%
% of All Veterans	89.4%	89.9%	89.0%	87.0%	87.0%
Disabled Veterans	25,690	31,616	31,868	28,500	36,888
% of All Employees	14.2%	14.3%	14.0%	14.0%	16.0%
% of All Veterans	42.8%	44.0%	45.0%	50.0%	58.0%
30% or more Disabled Veterans	16,301	21,215	21,994	19,352	23,817
% of All Employees	9.0%	9.6%	10.0%	10.0%	10.0%
% of All Veterans	27.2%	29.5%	31.0%	34.0%	38.0%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2017			FY 2018		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	202,896	57,062	28.1%	228,243	63,238	27.7%
Executive Order Agencies						
Agriculture	18,453	2,009	10.9%	17,406	1,631	9.4%
Commerce	6,572	682	10.4%	4,464	627	14.0%
Defense	55,325	25,653	46.4%	73,726	30,967	42.0%
Air Force	10,124	5,621	55.5%	14,369	6,695	46.6%
Army	18,930	9,842	52.0%	23,244	11,613	50.0%
Navy	14,968	6,250	41.8%	23,194	8,134	35.1%
Defense Activities	11,303	3,940	34.9%	12,919	4,525	35.0%
Education	230	22	9.6%	92	9	9.8%
Energy	858	243	28.3%	746	228	30.6%
HHS	6,983	504	7.2%	6,005	451	7.5%
Homeland Security	21,396	4,619	21.6%	26,254	4,796	18.3%
HUD	373	88	23.6%	183	38	20.8%
Interior	15,537	2,422	15.6%	14,419	2,103	14.6%
Justice	6,805	1,447	21.3%	5,900	1,268	21.5%
Labor	570	170	29.8%	447	166	37.1%
State	655	128	19.5%	630	92	14.6%
Transportation	3,737	1,282	34.3%	3,312	1,126	34.0%
Treasury	8,357	757	9.1%	7,448	624	8.4%
Veterans Affairs	46,243	14,893	32.2%	53,274	16,486	30.9%
AID	90	7	7.8%	92	6	6.5%
EPA	807	92	11.4%	345	34	9.9%
GSA	647	196	30.3%	310	100	32.3%
NASA	837	149	17.8%	919	169	18.4%
NSF	212	9	4.2%	144	8	5.6%
OPM	455	204	44.8%	440	190	43.2%
NRC*	37	6	16.2%	67	12	17.9%
SSA	2,376	773	32.5%	4,715	1,323	28.1%
SBA	1,995	182	9.1%	3,820	302	7.9%
Total Executive Order Agencies	199,550	56,537	28.3%	225,158	62,756	27.9%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

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

	FY 2017			FY 2018		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	202,896	49,878	24.6%	228,243	54,976	24.1%
Executive Order Agencies						
Agriculture	18,453	1,881	10.2%	17,406	1,518	8.7%
Commerce	6,572	648	9.9%	4,464	600	13.4%
Defense	55,325	22,857	41.3%	73,726	27,613	37.5%
Air Force	10,124	4,964	49.0%	14,369	5,851	40.7%
Army	18,930	8,747	46.2%	23,244	10,471	45.0%
Navy	14,968	5,673	37.9%	23,194	7,254	31.3%
Defense Activities	11,303	3,473	30.7%	12,919	4,037	31.2%
Education	230	22	9.6%	92	8	8.7%
Energy	858	213	24.8%	746	190	25.5%
HHS	6,983	447	6.4%	6,005	398	6.6%
Homeland Security	21,396	3,960	18.5%	26,254	4,075	15.5%
HUD	373	86	23.1%	183	38	20.8%
Interior	15,537	2,188	14.1%	14,419	1,892	13.1%
Justice	6,805	1,366	20.1%	5,900	1,188	20.1%
Labor	570	161	28.2%	447	164	36.7%
State	655	100	15.3%	630	77	12.2%
Transportation	3,737	1,148	30.7%	3,312	911	27.5%
Treasury	8,357	694	8.3%	7,448	590	7.9%
Veterans Affairs	46,243	12,161	26.3%	53,274	13,334	25.0%
AID	90	6	6.7%	92	6	6.5%
EPA	807	85	10.5%	345	32	9.3%
GSA	647	169	26.1%	310	84	27.1%
NASA	837	132	15.8%	919	146	15.9%
NSF	212	9	4.2%	144	7	4.9%
OPM	455	189	41.5%	440	171	38.9%
NRC*	37	5	13.5%	67	9	13.4%
SSA	2,376	734	30.9%	4,715	1,262	26.8%
SBA	1,995	158	7.9%	3,820	234	6.1%
Total Executive Order Agencies	199,550	49,419	24.8%	225,158	54,547	24.2%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2017			FY 2018		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	202,896	28,500	14.0%	228,243	36,888	16.2%
Executive Order Agencies						
Agriculture	18,453	829	4.5%	17,406	716	4.1%
Commerce	6,572	320	4.9%	4,464	358	8.0%
Defense	55,325	11,889	21.5%	73,726	17,889	24.3%
Air Force	10,124	2,431	24.0%	14,369	3,647	25.4%
Army	18,930	4,753	25.1%	23,244	7,140	30.7%
Navy	14,968	2,748	18.4%	23,194	4,531	19.5%
Defense Activities	11,303	1,957	17.3%	12,919	2,571	19.9%
Education	230	11	4.8%	92	8	8.7%
Energy	858	107	12.5%	746	106	14.2%
HHS	6,983	222	3.2%	6,005	261	4.3%
Homeland Security	21,396	2,211	10.3%	26,254	2,577	9.8%
HUD	373	72	19.3%	183	29	15.8%
Interior	15,537	1,118	7.2%	14,419	1,163	8.1%
Justice	6,805	563	8.3%	5,900	489	8.3%
Labor	570	101	17.7%	447	117	26.2%
State	655	50	7.6%	630	45	7.1%
Transportation	3,737	482	12.9%	3,312	460	13.9%
Treasury	8,357	428	5.1%	7,448	405	5.4%
Veterans Affairs	46,243	8,789	19.0%	53,274	10,456	19.6%
AID	90	2	2.2%	92	4	4.3%
EPA	807	53	6.6%	345	26	7.5%
GSA	647	120	18.5%	310	62	20.0%
NASA	837	76	9.1%	919	104	11.3%
NSF	212	9	4.2%	144	5	3.5%
OPM	455	123	27.0%	440	135	30.7%
NRC*	37	5	13.5%	67	4	6.0%
SSA	2,376	519	21.8%	4,715	1,010	21.4%
SBA	1,995	107	5.4%	3,820	169	4.4%
Total Executive Order Agencies	199,550	28,206	14.1%	225,158	36,598	16.3%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 3D

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

	FY 2017			FY 2018		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	202,896	19,352	9.5%	228,243	23,817	10.4%
Executive Order Agencies						
Agriculture	18,453	492	2.7%	17,406	385	2.2%
Commerce	6,572	164	2.5%	4,464	206	4.6%
Defense	55,325	9,140	16.5%	73,726	12,754	17.3%
Air Force	10,124	1,934	19.1%	14,369	2,669	18.6%
Army	18,930	3,744	19.8%	23,244	5,312	22.9%
Navy	14,968	1,964	13.1%	23,194	2,816	12.1%
Defense Activities	11,303	1,498	13.3%	12,919	1,957	15.1%
Education	230	8	3.5%	92	2	2.2%
Energy	858	65	7.6%	746	68	9.1%
HHS	6,983	140	2.0%	6,005	145	2.4%
Homeland Security	21,396	1,270	5.9%	26,254	1,283	4.9%
HUD	373	51	13.7%	183	15	8.2%
Interior	15,537	676	4.4%	14,419	636	4.4%
Justice	6,805	345	5.1%	5,900	298	5.1%
Labor	570	72	12.6%	447	91	20.4%
State	655	33	5.0%	630	30	4.8%
Transportation	3,737	296	7.9%	3,312	302	9.1%
Treasury	8,357	289	3.5%	7,448	254	3.4%
Veterans Affairs	46,243	5,407	11.7%	53,274	6,127	11.5%
AID	90	2	2.2%	92	3	3.3%
EPA	807	36	4.5%	345	15	4.3%
GSA	647	84	13.0%	310	41	13.2%
NASA	837	51	6.1%	919	71	7.7%
NSF	212	9	4.2%	144	3	2.1%
OPM	455	94	20.7%	440	99	22.5%
NRC*	37	3	8.1%	67	2	3.0%
SSA	2,376	385	16.2%	4,715	716	15.2%
SBA	1,995	60	3.0%	3,820	74	1.9%
Total Executive Order Agencies	199,550	19,172	9.6%	225,158	23,620	10.5%

New Hires do not include transfers between agencies.

*NRC is an Excepted Service Agency.

Table 4

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

Category	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
Total Employees	88,589	119,633	125,757	106,315	124,137
Total Veterans	42,009	52,325	52,880	41,888	47,026
% of All Employees	47.4%	43.7%	42.0%	39.4%	37.8%
Veterans with Preference	37,499	47,195	47,043	36,656	40,967
% of All Employees	42.3%	39.4%	37.0%	34.5%	33.0%
% of All Veterans	89.3%	90.2%	89.0%	87.5%	87.0%
Disabled Veterans	17,695	22,329	22,930	20,316	26,860
% of All Employees	20.0%	18.7%	18.0%	19.1%	22.0%
% of All Veterans	42.1%	42.7%	43.0%	48.5%	57.0%
30% or more Disabled Veterans	11,202	14,880	15,584	13,714	17,034
% of All Employees	12.6%	12.4%	12.0%	12.9%	14.0%
% of All Veterans	26.7%	28.4%	29.0%	32.7%	36.0%

New Hires do not include transfers between agencies.

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

Table 4A

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

	FY 2017			FY 2018		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	106,315	41,888	39.4%	124,137	47,026	37.9%
Executive Order Agencies						
Agriculture	3,098	744	24.0%	1,991	465	23.4%
Commerce	1,280	260	20.3%	1,394	255	18.3%
Defense	38,513	19,652	51.0%	52,052	23,943	46.0%
Air Force	7,795	4,480	57.5%	10,491	5,164	49.2%
Army	12,878	7,255	56.3%	15,348	8,497	55.4%
Navy	12,515	5,545	44.3%	19,316	7,203	37.3%
Defense Activities	5,325	2,372	44.5%	6,897	3,079	44.6%
Education	140	22	15.7%	34	8	23.5%
Energy	622	216	34.7%	497	199	40.0%
HHS	4,126	422	10.2%	3,166	391	12.3%
Homeland Security	9,155	3,044	33.2%	11,391	3,158	27.7%
HUD	276	81	29.3%	130	36	27.7%
Interior	2,274	741	32.6%	1,894	606	32.0%
Justice	4,516	1,261	27.9%	3,580	1,074	30.0%
Labor	427	144	33.7%	289	128	44.3%
State	380	101	26.6%	299	51	17.1%
Transportation	1,983	937	47.3%	1,588	875	55.1%
Treasury	1,414	370	26.2%	863	269	31.2%
Veterans Affairs	31,642	12,136	38.4%	37,513	13,501	36.0%
AID	46	5	10.9%	26	6	23.1%
EPA	561	78	13.9%	175	30	17.1%
GSA	449	161	35.9%	188	68	36.2%
NASA	778	131	16.8%	859	154	17.9%
NSF	70	7	10.0%	34	8	23.5%
OPM	370	193	52.2%	369	181	49.1%
NRC*	20	4	20.0%	24	8	33.3%
SSA	2,131	711	33.4%	3,893	1,180	30.3%
SBA	104	31	29.8%	96	31	32.3%
Total Executive Order Agencies	104,375	41,452	39.7%	122,345	46,625	38.1%

New Hires do not include transfers between agencies.

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

*NRC is an Excepted Service Agency.

Table 4B

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

	FY 2017			FY 2018		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	106,315	36,656	34.5%	124,137	40,967	33.0%
Executive Order Agencies						
Agriculture	3,098	701	22.6%	1,991	439	22.0%
Commerce	1,280	240	18.8%	1,394	241	17.3%
Defense	38,513	17,411	45.2%	52,052	21,213	40.8%
Air Force	7,795	3,905	50.1%	10,491	4,438	42.3%
Army	12,878	6,355	49.3%	15,348	7,588	49.4%
Navy	12,515	5,023	40.1%	19,316	6,411	33.2%
Defense Activities	5,325	2,128	40.0%	6,897	2,776	40.2%
Education	140	22	15.7%	34	8	23.5%
Energy	622	191	30.7%	497	166	33.4%
HHS	4,126	373	9.0%	3,166	342	10.8%
Homeland Security	9,155	2,699	29.5%	11,391	2,798	24.6%
HUD	276	79	28.6%	130	36	27.7%
Interior	2,274	685	30.1%	1,894	568	30.0%
Justice	4,516	1,199	26.6%	3,580	1,018	28.4%
Labor	427	136	31.9%	289	127	43.9%
State	380	78	20.5%	299	44	14.7%
Transportation	1,983	839	42.3%	1,588	719	45.3%
Treasury	1,414	348	24.6%	863	257	29.8%
Veterans Affairs	31,642	10,039	31.7%	37,513	11,070	29.5%
AID	46	4	8.7%	26	6	23.1%
EPA	561	71	12.7%	175	29	16.6%
GSA	449	137	30.5%	188	58	30.9%
NASA	778	115	14.8%	859	133	15.5%
NSF	70	7	10.0%	34	7	20.6%
OPM	370	183	49.5%	369	164	44.4%
NRC*	20	3	15.0%	24	6	25.0%
SSA	2,131	679	31.9%	3,893	1,130	29.0%
SBA	104	29	27.9%	96	28	29.2%
Total Executive Order Agencies	104,375	36,268	34.7%	122,345	40,607	33.2%

New Hires do not include transfers between agencies.

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

*NRC is an Excepted Service Agency.

Table 4C

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

	FY 2017			FY 2018		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	106,315	20,316	19.1%	124,137	26,860	21.6%
Executive Order Agencies						
Agriculture	3,098	399	12.9%	1,991	263	13.2%
Commerce	1,280	111	8.7%	1,394	121	8.7%
Defense	38,513	8,317	21.6%	52,052	13,095	25.2%
Air Force	7,795	1,659	21.3%	10,491	2,505	23.9%
Army	12,878	3,217	25.0%	15,348	4,975	32.4%
Navy	12,515	2,323	18.6%	19,316	3,891	20.1%
Defense Activities	5,325	1,118	21.0%	6,897	1,724	25.0%
Education	140	11	7.9%	34	7	20.6%
Energy	622	91	14.6%	497	82	16.5%
HHS	4,126	182	4.4%	3,166	221	7.0%
Homeland Security	9,155	1,482	16.2%	11,391	1,641	14.4%
HUD	276	66	23.9%	130	27	20.8%
Interior	2,274	378	16.6%	1,894	363	19.2%
Justice	4,516	491	10.9%	3,580	416	11.6%
Labor	427	81	19.0%	289	91	31.5%
State	380	40	10.5%	299	31	10.4%
Transportation	1,983	364	18.4%	1,588	374	23.6%
Treasury	1,414	196	13.9%	863	181	21.0%
Veterans Affairs	31,642	7,034	22.2%	37,513	8,490	22.6%
AID	46	2	4.3%	26	4	15.4%
EPA	561	42	7.5%	175	22	12.6%
GSA	449	90	20.0%	188	37	19.7%
NASA	778	66	8.5%	859	91	10.6%
NSF	70	7	10.0%	34	5	14.7%
OPM	370	120	32.4%	369	132	35.8%
NRC*	20	3	15.0%	24	3	12.5%
SSA	2,131	482	22.6%	3,893	905	23.2%
SBA	104	22	21.2%	96	17	17.7%
Total Executive Order Agencies	104,375	20,077	19.2%	122,345	26,619	21.8%

New Hires do not include transfers between agencies.

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

*NRC is an Excepted Service Agency.

Table 4D

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

	FY 2017			FY 2018		
	Total New Hires	Total 30% or More Disabled Veteran New Hires	%	Total New Hires	Total 30% or More Disabled Veteran New Hires	%
Total Executive Branch Agencies	106,315	13,714	12.9%	124,137	17,034	13.7%
Executive Order Agencies						
Agriculture	3,098	274	8.8%	1,991	167	8.4%
Commerce	1,280	64	5.0%	1,394	68	4.9%
Defense	38,513	6,155	16.0%	52,052	8,821	16.9%
Air Force	7,795	1,247	16.0%	10,491	1,674	16.0%
Army	12,878	2,449	19.0%	15,348	3,544	23.1%
Navy	12,515	1,615	12.9%	19,316	2,301	11.9%
Defense Activities	5,325	844	15.8%	6,897	1,302	18.9%
Education	140	8	5.7%	34	2	5.9%
Energy	622	54	8.7%	497	51	10.3%
HHS	4,126	109	2.6%	3,166	117	3.7%
Homeland Security	9,155	914	10.0%	11,391	922	8.1%
HUD	276	46	16.7%	130	13	10.0%
Interior	2,274	264	11.6%	1,894	229	12.1%
Justice	4,516	297	6.6%	3,580	246	6.9%
Labor	427	55	12.9%	289	69	23.9%
State	380	25	6.6%	299	21	7.0%
Transportation	1,983	218	11.0%	1,588	240	15.1%
Treasury	1,414	134	9.5%	863	123	14.3%
Veterans Affairs	31,642	4,342	13.7%	37,513	4,931	13.1%
AID	46	2	4.3%	26	3	11.5%
EPA	561	26	4.6%	175	12	6.9%
GSA	449	62	13.8%	188	22	11.7%
NASA	778	45	5.8%	859	62	7.2%
NSF	70	7	10.0%	34	3	8.8%
OPM	370	92	24.9%	369	96	26.0%
NRC*	20	1	5.0%	24	2	8.3%
SSA	2,131	361	16.9%	3,893	640	16.4%
SBA	104	13	12.5%	96	10	10.4%
Total Executive Order Agencies	104,375	13,568	13.0%	122,345	16,870	13.8%

New Hires do not include transfers between agencies.

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

*NRC is an Excepted Service Agency.

Table 5
Veteran New Hires by Veteran Appointing Authorities

	FY 2017			FY 2018		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	7,116	12,311	2,328	8,321	14,929	3,361
Executive Order Agencies						
Agriculture	172	86	40	120	82	23
Commerce	62	25	25	69	27	35
Defense	2,547	7,810	1,435	3,066	9,484	2,265
Air Force	92	2,479	457	132	2,812	757
Army	1,206	2,768	618	1,382	3,589	947
Navy	1,118	1,713	212	1,376	1,980	328
Defense Activities	131	850	148	176	1,103	233
Education	1	1	0	1	0	0
Energy	27	50	7	45	47	11
HHS	29	80	14	19	89	13
Homeland Security	509	469	190	680	575	207
HUD	4	13	3	4	5	1
Interior	256	145	51	237	149	31
Justice	110	80	22	119	96	22
Labor	29	15	4	19	25	9
State	40	13	4	3	6	5
Transportation	16	15	7	20	28	5
Treasury	55	28	46	65	19	21
Veterans Affairs	2,849	3,281	445	3,149	4,087	681
AID	0	0	0	0	2	0
EPA	7	9	8	1	5	3
GSA	12	38	8	8	24	13
NASA	7	12	2	1	11	4
NSF	0	1	0	0	2	0
OPM	35	84	1	38	93	0
NRC*	0	0	0	0	0	0
SSA	320	4	1	624	8	1
SBA	8	9	6	6	10	4
Total Executive Order Agencies	7,095	12,268	2,319	8,294	14,874	3,354

*NRC is an Excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2017								FY 2018							
	Veteran				Non-Veteran				Veteran				Non-Veteran			
	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total	Pathways	PMF	Sched A	Total
Total Executive Branch Agencies	2,107	28	975	57,062	10,609	238	2,400	145,834	1,412	18	1,023	63,238	9,270	226	2,951	165,005
Executive Order Agencies																
Agriculture	162	2	13	2,009	1,160	38	131	16,444	87	1	10	1,631	986	33	96	15,775
Commerce	13	1	9	682	185	16	83	5,890	31	0	5	627	211	16	101	3,837
Defense	955	2	181	25,653	4,490	6	686	29,672	639	6	219	30,967	3,585	12	1,094	42,759
Air Force	130	2	55	5,621	693	2	193	4,503	73	4	54	6,695	944	8	305	7,674
Army	517	0	27	9,842	1,868	2	129	9,088	402	0	34	11,613	1,642	1	219	11,631
Navy	169	0	81	6,250	1,112	1	207	8,718	84	0	104	8,134	638	1	372	15,060
Defense Activities	139	0	18	3,940	817	1	157	7,363	80	2	27	4,525	361	2	198	8,394
Education	3	1	1	22	34	0	4	208	0	0	0	9	3	0	3	83
Energy	20	0	0	243	112	5	13	615	23	0	0	228	106	0	8	518
HHS	36	2	7	504	725	40	347	6,479	39	1	8	451	736	41	182	5,554
Homeland Security	163	6	27	4,619	428	19	141	16,777	81	2	27	4,796	343	9	206	21,458
HUD	2	2	5	88	13	7	7	285	2	1	1	38	3	3	7	145
Interior	139	1	5	2,422	842	3	117	13,115	79	0	7	2,103	676	12	128	12,316
Justice	56	1	7	1,447	315	3	78	5,358	54	1	6	1,268	311	1	91	4,632
Labor	25	0	0	170	80	2	21	400	6	0	2	166	15	4	6	281
State	11	5	0	128	122	29	26	527	17	2	0	92	171	29	26	538
Transportation	10	0	2	1,282	92	1	29	2,455	14	1	2	1,126	103	4	28	2,186
Treasury	43	0	10	757	198	15	76	7,600	24	1	5	624	299	13	52	6,824
Veterans Affairs	202	1	662	14,893	307	13	395	31,350	129	2	684	16,486	267	7	582	36,788
AID	0	0	0	7	9	5	7	83	0	0	0	6	1	9	1	86
EPA	13	1	7	92	142	12	19	715	2	0	0	34	28	2	6	311
GSA	55	0	1	196	164	0	47	451	24	0	2	100	48	0	13	210
NASA	65	0	1	149	233	0	7	688	71	0	1	169	311	0	25	750
NSF	4	0	1	9	69	2	2	203	2	0	0	8	36	0	1	136
OPM	21	0	3	204	17	2	14	251	4	0	2	190	15	5	8	250
NRC*	0	0	0	6	0	0	0	31	0	0	0	12	0	0	0	55
SSA	53	0	11	773	333	0	68	1,603	57	0	26	1,323	507	3	226	3,392
SBA	1	1	1	182	5	4	6	1,813	4	0	0	302	3	2	12	3,518
Total Executive Order Agencies	2,052	26	954	56,537	10,075	222	2,324	143,013	1,389	18	1,007	62,756	8,764	205	2,902	162,402

This category reflects the total number of veterans hired under other appointing authorities. Pathways Program authority became effective July 10, 2012. It includes Interns and Recent Graduate hires. *NRC is an Excepted Service Agency.

Table 7

Disabled Veteran New Hires Under Veteran and Other Appointing Authorities

Appointments	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018
30 Percent or More Disabled	1,731	2,497	2,782	2,328	3,361
VRA (no conversions)	3,725	4,196	4,123	4,070	5,225
VEOA	4,033	5,908	6,435	6,129	8,718
Subtotal	9,489	12,601	13,340	12,527	17,304
All Other Appointments*	16,201	19,015	18,528	17,606	19,584
Total Disabled Veteran Hires	25,690	31,616	31,868	30,133	36,888

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

Table 8
Employment by New Grade/Salary Group

		FY 2018				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.38%	0.23%	0.10%	0.19%	0.00%
GS, GM, GL	Grade 1-4	2.21%	1.27%	1.46%	3.47%	8.82%
	Grade 5-8	17.03%	18.03%	20.52%	30.21%	54.38%
	Grade 9-12	29.47%	34.18%	37.78%	32.57%	28.44%
	Grade 13-15	20.32%	16.60%	15.43%	13.70%	2.56%
Blue Collar Pay Plans		0.00%	0.00%	0.00%	0.00%	0.00%
Other White Collar Pay Plans		8.29%	13.43%	12.19%	7.84%	3.44%

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

*The hiring authority for Noncompetitive Appointment of Certain Military spouses was originally authorized by Executive Order 13473. It has since been the subject of several enactments, now codified at 5 U.S.C. 3330d.

Table 9
Employment Distribution by Occupational Category

Category	FY 2018					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.86%	13.48%	10.97%	10.12%	14.46%	9.52%
Administrative	37.82%	47.10%	50.25%	53.13%	39.57%	23.99%
Technical	16.93%	15.48%	16.15%	16.12%	23.41%	29.30%
Clerical	5.19%	4.79%	6.21%	6.20%	11.53%	32.96%
Other White Collar	3.91%	5.73%	4.23%	4.22%	3.20%	0.78%
Blue Collar	8.29%	13.43%	12.19%	10.22%	7.84%	3.44%

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

* Noncompetitive Appointment of Certain Military spouses was originally authorized by Executive Order 13473. It has since been the subject of several enactments, now codified at 5 U.S.C. 3330d.

Table 10
New Hires with Derived Preference

	FY 2017			FY 2018		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	202,896	369	0.18%	228,243	380	0.17%
Executive Order Agencies						
Agriculture	18,453	20	0.11%	17,406	17	0.10%
Commerce	6,572	7	0.11%	4,464	3	0.07%
Defense	55,325	149	0.27%	73,726	172	0.23%
Air Force	10,124	44	0.43%	14,369	59	0.41%
Army	18,930	35	0.18%	23,244	46	0.20%
Navy	14,968	29	0.19%	23,194	41	0.18%
Defense Activities	11,303	41	0.36%	12,919	26	0.20%
Education	230	0	0.00%	92	0	0.00%
Energy	858	2	0.23%	746	1	0.13%
HHS	6,983	6	0.09%	6,005	3	0.05%
Homeland Security	21,396	13	0.06%	26,254	10	0.04%
HUD	373	0	0.00%	183	0	0.00%
Interior	15,537	12	0.08%	14,419	18	0.12%
Justice	6,805	18	0.26%	5,900	8	0.14%
Labor	570	3	0.53%	447	1	0.22%
State	655	1	0.15%	630	0	0.00%
Transportation	3,737	2	0.05%	3,312	4	0.12%
Treasury	8,357	4	0.05%	7,448	9	0.12%
Veterans Affairs	46,243	111	0.24%	53,274	108	0.20%
AID	90	0	0.00%	92	0	0.00%
EPA	807	0	0.00%	345	0	0.00%
GSA	647	2	0.31%	310	1	0.32%
NASA	837	2	0.24%	919	2	0.22%
NSF	212	0	0.00%	144	0	0.00%
OPM	455	4	0.88%	440	4	0.91%
NRC*	37	0	0.00%	67	2	2.99%
SSA	2,376	4	0.17%	4,715	11	0.23%
SBA	1,995	3	0.15%	3,820	3	0.08%
Total Executive Order Agencies	199,550	363	0.18%	225,158	377	0.17%

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

*NRC is an Excepted Service Agency.

Table 11

Noncompetitive Appointment of Certain Military Spouses

	FY 2017			FY 2018		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	202,896	1,131	0.56%	228,243	1,652	0.72%
Executive Order Agencies						
Agriculture	18,453	4	0.02%	17,406	5	0.03%
Commerce	6,572	1	0.02%	4,464	2	0.04%
Defense	55,325	1,058	1.91%	73,726	1,515	2.05%
Air Force	10,124	268	2.65%	14,369	433	3.01%
Army	18,930	502	2.65%	23,244	672	2.89%
Navy	14,968	124	0.83%	23,194	219	0.94%
Defense Activities	11,303	164	1.45%	12,919	191	1.48%
Education	230	0	0.00%	92	0	0.00%
Energy	858	0	0.00%	746	0	0.00%
HHS	6,983	4	0.06%	6,005	4	0.07%
Homeland Security	21,396	19	0.09%	26,254	20	0.08%
HUD	373	0	0.00%	183	0	0.00%
Interior	15,537	3	0.02%	14,419	5	0.03%
Justice	6,805	3	0.04%	5,900	6	0.10%
Labor	570	0	0.00%	447	1	0.22%
State	655	0	0.00%	630	0	0.00%
Transportation	3,737	0	0.00%	3,312	1	0.03%
Treasury	8,357	0	0.00%	7,448	0	0.00%
Veterans Affairs	46,243	22	0.05%	53,274	44	0.08%
AID	90	0	0.00%	92	0	0.00%
EPA	807	0	0.00%	345	0	0.00%
GSA	647	1	0.15%	310	2	0.65%
NASA	837	0	0.00%	919	1	0.11%
NSF	212	0	0.00%	144	0	0.00%
OPM	455	10	2.20%	440	12	2.73%
NRC*	37	0	0.00%	67	0	0.00%
SSA	2,376	4	0.17%	4,715	31	0.66%
SBA	1,995	0	0.00%	3,820	1	0.03%
Total Executive Order Agencies	199,550	1,129	0.57%	225,158	1,650	0.73%

Noncompetitive Appointment of Certain Military spouses was originally authorized by Executive Order 13473. It has since been the subject of several enactments, now codified at 5 U.S.C. 3330d.

*NRC is an Excepted Service Agency.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2017		FY 2018	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	80.37%	71.43%	80.45%	74.60%
Commerce	80.65%	70.89%	80.37%	74.69%
Defense	80.66%	76.99%	81.85%	72.75%
Education	83.90%	62.96%	82.40%	73.64%
Energy	83.54%	78.80%	80.05%	76.26%
HHS	75.99%	71.24%	82.35%	81.03%
Homeland Security	78.42%	77.83%	85.73%	81.09%
HUD	80.61%	80.00%	92.91%	68.97%
Interior	78.28%	71.60%	77.88%	77.33%
Justice	83.95%	78.54%	78.93%	80.00%
Labor	79.86%	71.57%	79.71%	72.86%
State	83.83%	80.32%	84.80%	77.41%
Transportation	84.00%	86.40%	79.96%	74.17%
Treasury	81.44%	78.49%	80.56%	79.17%
Veterans Affairs	80.92%	70.44%	85.09%	83.62%
AID	76.27%	65.52%	80.97%	72.11%
EPA	90.51%	81.36%	79.60%	69.46%
GSA	80.17%	75.57%	79.35%	79.31%
NASA	91.53%	88.76%	89.14%	75.82%
NSF	75.36%	81.25%	84.10%	79.51%
OPM	75.61%	78.26%	94.17%	87.50%
NRC*	71.43%	69.15%	80.00%	90.00%
SSA	81.15%	74.41%	88.89%	90.00%
SBA	81.25%	69.23%	78.48%	71.70%

Retention rates reflect all full-time permanent, non-seasonal, non-student new hires and transfer-ins hired in the fiscal year 2 years prior to the measurement year (e.g., FY 2014 retention calculates retention for hires and transfer-ins from FY 2012).

Starting FY 2014, this table captures retention rates as a performance element of the Veterans Employment Performance Measures adopted by the Council on Veterans Employment for Fiscal Years 2015-2017.

*NRC is an Excepted Service Agency.

Table 13
Profile of Veterans and Non-Veterans

	FY 2017		FY 2018	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	80.3%	45.7%	80.0%	45.6%
Female	19.7%	54.3%	20.0%	54.3%
Average Age	49.1	46.3	49.2	46.2
White	63.9%	63.0%	63.3%	62.3%
Black	20.3%	17.1%	20.4%	17.2%
Hispanic	9.0%	8.6%	9.3%	9.0%
Asian/Pacific Islander	3.8%	7.7%	3.9%	7.9%
Native American/Alaskan Native	1.0%	2.0%	1.0%	2.0%
Multi-Racial	2.0%	1.4%	2.1%	1.6%
Retired Enlisted Military	20.3%	0.0%	20.4%	0.0%
Retired Military Officers	6.1%	0.0%	6.1%	0.0%
Not Retired Military	73.6%	100.0%	73.6%	100.0%
Veterans' Preference	82.5%	0.0%	82.9%	0.0%
No Veterans' Preference	17.5%	100.0%	17.1%	100.0%
Bachelors degree or higher	42.5%	56.0%	43.3%	55.9%
Length of Service*	11.3	13.5	11.3	13.3
Adjusted Basic Pay	77,863	88,994	79,532	89,297
General Schedule	67.7%	67.5%	67.9%	66.9%
Average GS Grade	10.3	10.5	10.3	10.5
Other Pay Systems	17.2%	26.0%	17.4%	26.5%
Competitive Service	75.3%	66.4%	75.4%	65.9%
Excepted Service	24.4%	33.2%	24.4%	33.7%
SES	0.2%	0.4%	0.2%	0.4%
Supervisors	13.2%	11.8%	13.0%	11.5%
Located Outside DC Metro	90.0%	82.7%	90.0%	83.1%
Located in DC Metro	10.0%	17.3%	10.0%	16.9%
Total On-Board	31.6%	68.4%	31.4%	68.6%

Data for Salary are restricted by Non-Seasonal Full-Time Permanent Employees.

*Length of service is calculated using service computation date for retirement. If an employee has creditable military service, and has paid for that credit, then that service will be reflected in the length of service.

Appendix 1

Organizations Included

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

Appendix 1 *cont'd.*

Organizations Included

Department of Defense:

Department of the Air Force

Department of the Army

Department of the Navy

Defense Activities

Department of Education

Department of Energy

Department of Health and Human Services

Department of Homeland Security

Department of Housing and Urban Development

Department of Justice

Department of State (Excluding Foreign Service Personnel)

Department of the Interior

Department of the Treasury

Department of Transportation

Department of Veterans Affairs

Dwight D. Eisenhower Memorial Commission

Election Assistance Commission

Environmental Protection Agency

Equal Employment Opportunity Commission

Export-Import Bank of the United States

Farm Credit Administration

Farm Credit System Insurance Corporation

Federal Communications Commission

Federal Deposit Insurance Corporation

Federal Election Commission

Federal Financial Institutions Examination Council

Federal Housing Finance Agency

Federal Labor Relations Authority

Federal Maritime Commission

Appendix 1 *cont'd.*

Organizations Included

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

Appendix 1 *cont'd.*

Organizations Included

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

Appendix 1 *cont'd.*

Organizations Included

U.S. Holocaust Memorial Museum

U.S. Interagency Council on Homelessness

U.S. International Trade Commission

United States-China Economic and Security Review Commission

Utah Reclamation Mitigation and Conservation Commission

Valles Caldera Trust

Vietnam Education Foundation

Appendix 2

Organizations Excluded

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

Appendix 3

List of Abbreviations and Terms

30%	30% or More Disabled Veteran Appointing Authority
AID	Agency For International Development
EPA	Environmental Protection Agency
GL	General Schedule (Law Enforcement officers and special base rates at grades 3-10 under section 403 of the Federal Employees Pay Comparability Act of 1990 (FEPCA))
GM	General Schedule (Covered by the Performance Management and Recognition System (PMRS) termination provisions of Public Law 103-89 (former PMRS employees))
GS	General Schedule (Established under the Classification Act of 1949, as amended. (5 U.S.C. chapter 53, subchapter III, and 5 CFR part 531))
GSA	General Services Administration
HHS	Health And Human Services, Department of
HUD	Housing And Urban Development, Department of
NASA	National Aeronautics And Space Administration
NRC	Nuclear Regulatory Commission
NSF	National Science Foundation
OPM	Office of Personnel Management
Pathways	Internships and Recent Graduates Programs
PMF	Presidential Management Fellows Program
SBA	Small Business Administration
SES	Senior Executive Service
SSA	Social Security Administration
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



U.S. Office of Personnel Management

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