

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2016



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Employment of Veterans in the Federal Executive Branch Fiscal Year 2016

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

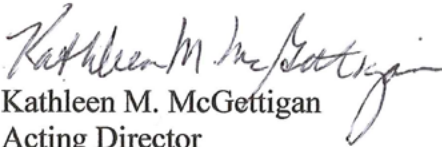
Since 2009, Executive Order 13518, *Employment of Veterans in the Federal Government*, which established the Veterans Employment Initiative, has charged agencies to enhance employment opportunities for veterans. Under the leadership of the Council on Veterans Employment over the past several years, Federal agencies have used this initiative to meet many of their critical staffing needs while benefitting from the skills, training, and dedication to public service our Nation's veterans and transitioning service members, and their families, bring to the Federal civil service.

In Fiscal Year (FY) 2016, the Executive Branch of the Federal Government hired 71,304 veterans for a veteran new hire percentage rate of 31.1 percent. Overall, the Federal Government hired 229,034 new employees in FY 2016 compared to 221,166 new employees in FY 2015 -- an increase of 7,868 total new hires.

In FY 2016, there were 2,041,888 Federal employees onboard compared to 2,016,335 in FY 2015. The total number of veterans onboard in FY 2016 was 635,266 compared to 623,755 in FY 2015. Veterans currently represent 31.1 percent of the Federal workforce compared to 25.8 percent in FY 2009, the year the initiative started.

Performance metrics established by the Council on Veterans Employment, which assess agencies on four veteran employment elements: Veteran New Hires, Disabled Veteran New Hires, Veterans On-Board, and Veteran Retention Rates show that 63 percent (15) of the 24 Council Agencies were assessed at "Effective" or higher in overall veteran employment.

The U.S. Office of Personnel Management's critical roles of Vice-Chair and Executive Director of the Council have provided a steady hand as to the direction and strength of this initiative. I am proud of the success of the Veteran Employment Initiative in FY 2016 and look forward to continued success in the return on investment of hiring our Nation's veterans.


Kathleen M. McGettigan
Acting Director

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 97.8 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, 2016.

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. 3309 and 3313. 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 force and was released or discharged under honorable conditions).

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.

Employment of Veterans in the Federal Executive Branch

Fiscal Year 2016

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Table 1
Total On-Board Employees

Category	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Employees	2,058,670	2,015,225	1,990,033	2,016,325	2,042,669
Total Veterans	611,784	607,145	612,661	623,755	635,556
% of All Employees	29.7%	30.1%	30.8%	30.9%	31.1%
Veterans with Preference	511,749	510,991	516,075	531,980	544,178
% of All Employees	24.9%	25.4%	25.9%	26.4%	26.6%
% of All Veterans	83.6%	84.2%	84.2%	85.3%	85.6%
Disabled Veterans	200,938	213,265	226,013	243,177	259,238
% of All Employees	9.8%	10.6%	11.4%	12.1%	12.7%
% of All Veterans	32.8%	35.1%	36.9%	39.0%	40.8%
30% or more Disabled Veterans	111,303	121,200	132,434	146,872	161,052
% of All Employees	5.4%	6.0%	6.7%	7.3%	7.9%
% of All Veterans	18.2%	20.0%	21.6%	23.5%	25.3%

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 2015			FY 2016		
	All Employees	Veterans	%	All Employees	Veterans	%
Total Executive Branch Agencies	2,016,325	623,755	30.9%	2,042,669	635,556	31.1%
Executive Order Agencies						
Agriculture	96,567	12,013	12.4%	96,591	12,480	12.9%
Commerce	47,378	5,684	12.0%	46,046	5,636	12.2%
Defense	677,593	320,407	47.3%	687,435	326,529	47.5%
Air Force	143,521	82,180	57.3%	146,175	83,455	57.1%
Army	223,622	111,760	50.0%	223,244	112,040	50.2%
Navy	201,616	86,760	43.0%	206,679	89,490	43.3%
Defense Activities	108,834	39,707	36.5%	111,337	41,544	37.3%
Education	4,259	455	10.7%	4,362	475	10.9%
Energy	15,107	3,600	23.8%	15,153	3,712	24.5%
HHS	85,328	6,253	7.3%	86,552	6,476	7.5%
Homeland Security	187,130	52,226	27.9%	191,644	53,126	27.7%
HUD	8,209	1,245	15.2%	8,061	1,272	15.8%
Interior	69,757	11,751	16.8%	71,057	12,127	17.1%
Justice	114,776	28,816	25.1%	117,127	29,246	25.0%
Labor	15,889	3,388	21.3%	15,766	3,473	22.0%
State	12,747	2,622	20.6%	13,126	2,743	20.9%
Transportation	54,769	20,094	36.7%	55,172	20,249	36.7%
Treasury	91,208	10,180	11.2%	92,109	10,203	11.1%
Veterans Affairs	365,567	120,187	32.9%	373,149	122,305	32.8%
AID	1,706	251	14.7%	1,733	251	14.5%
EPA	15,445	1,281	8.3%	15,634	1,364	8.7%
GSA	11,175	2,389	21.4%	11,552	2,571	22.3%
NASA	17,260	2,065	12.0%	17,251	2,078	12.0%
NSF	1,455	135	9.3%	1,455	123	8.5%
OPM	5,091	1,188	23.3%	5,358	1,413	26.4%
NRC*	3,808	818	21.5%	3,521	735	20.9%
SSA	65,717	10,257	15.6%	64,394	10,478	16.3%
SBA	4,138	694	16.8%	4,119	720	17.5%
Total Executive Order Agencies	1,972,079	617,999	31.3%	1,998,367	629,785	31.5%

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 1B
Total On-Board Employees — Veterans with Preference

	FY 2015			FY 2016		
	All Employees	Veterans with Preference	%	All Employees	Veterans with Preference	%
Total Executive Branch Agencies	2,016,325	531,980	26.4%	2,042,669	544,178	26.6%
Executive Order Agencies						
Agriculture	96,567	11,037	11.4%	96,591	11,508	11.9%
Commerce	47,378	4,944	10.4%	46,046	4,919	10.7%
Defense	677,593	277,616	41.0%	687,435	283,486	41.2%
Air Force	143,521	70,188	48.9%	146,175	71,359	48.8%
Army	223,622	97,232	43.5%	223,244	97,675	43.8%
Navy	201,616	76,719	38.1%	206,679	79,196	38.3%
Defense Activities	108,834	33,477	30.8%	111,337	35,256	31.7%
Education	4,259	386	9.1%	4,362	399	9.1%
Energy	15,107	3,053	20.2%	15,153	3,136	20.7%
HHS	85,328	5,907	6.9%	86,552	6,095	7.0%
Homeland Security	187,130	43,520	23.3%	191,644	44,457	23.2%
HUD	8,209	1,137	13.9%	8,061	1,153	14.3%
Interior	69,757	10,388	14.9%	71,057	10,719	15.1%
Justice	114,776	22,911	20.0%	117,127	23,810	20.3%
Labor	15,889	3,162	19.9%	15,766	3,247	20.6%
State	12,747	2,290	18.0%	13,126	2,412	18.4%
Transportation	54,769	15,454	28.2%	55,172	15,821	28.7%
Treasury	91,208	8,346	9.2%	92,109	8,372	9.1%
Veterans Affairs	365,567	100,273	27.4%	373,149	102,374	27.4%
AID	1,706	241	14.1%	1,733	239	13.8%
EPA	15,445	1,084	7.0%	15,634	1,160	7.4%
GSA	11,175	2,003	17.9%	11,552	2,187	18.9%
NASA	17,260	1,541	8.9%	17,251	1,570	9.1%
NSF	1,455	107	7.4%	1,455	98	6.7%
OPM	5,091	1,043	20.5%	5,358	1,260	23.5%
NRC*	3,808	650	17.1%	3,521	583	16.6%
SSA	65,717	9,266	14.1%	64,394	9,506	14.8%
SBA	4,138	636	15.4%	4,119	659	16.0%
Total Executive Order Agencies	1,972,079	526,995	26.7%	1,998,367	539,170	27.0%

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 2015			FY 2016		
	All Employees	Disabled Veterans	%	All Employees	Disabled Veterans	%
Total Executive Branch Agencies	2,016,325	243,177	12.1%	2,042,669	259,238	12.7%
Executive Order Agencies						
Agriculture	96,567	4,415	4.6%	96,591	4,965	5.1%
Commerce	47,378	1,765	3.7%	46,046	1,919	4.2%
Defense	677,593	126,483	18.7%	687,435	134,433	19.6%
Air Force	143,521	29,491	20.5%	146,175	31,559	21.6%
Army	223,622	48,777	21.8%	223,244	50,838	22.8%
Navy	201,616	32,083	15.9%	206,679	34,316	16.6%
Defense Activities	108,834	16,132	14.8%	111,337	17,720	15.9%
Education	4,259	173	4.1%	4,362	186	4.3%
Energy	15,107	1,193	7.9%	15,153	1,320	8.7%
HHS	85,328	2,448	2.9%	86,552	2,637	3.0%
Homeland Security	187,130	15,095	8.1%	191,644	16,289	8.5%
HUD	8,209	596	7.3%	8,061	643	8.0%
Interior	69,757	4,380	6.3%	71,057	4,790	6.7%
Justice	114,776	7,044	6.1%	117,127	7,816	6.7%
Labor	15,889	1,730	10.9%	15,766	1,812	11.5%
State	12,747	988	7.8%	13,126	1,095	8.3%
Transportation	54,769	5,391	9.8%	55,172	5,707	10.3%
Treasury	91,208	3,650	4.0%	92,109	3,891	4.2%
Veterans Affairs	365,567	57,716	15.8%	373,149	60,739	16.3%
AID	1,706	112	6.6%	1,733	112	6.5%
EPA	15,445	456	3.0%	15,634	550	3.5%
GSA	11,175	915	8.2%	11,552	1,060	9.2%
NASA	17,260	624	3.6%	17,251	676	3.9%
NSF	1,455	54	3.7%	1,455	52	3.6%
OPM	5,091	531	10.4%	5,358	686	12.8%
NRC*	3,808	182	4.8%	3,521	168	4.8%
SSA	65,717	4,735	7.2%	64,394	5,075	7.9%
SBA	4,138	286	6.9%	4,119	327	7.9%
Total Executive Order Agencies	1,972,079	240,962	12.2%	1,998,367	256,948	12.9%

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 2015			FY 2016		
	All Employees	30% or More Disabled Veterans	%	All Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	2,016,325	146,872	7.3%	2,042,669	161,052	7.9%
Executive Order Agencies						
Agriculture	96,567	2,394	2.5%	96,591	2,862	3.0%
Commerce	47,378	815	1.7%	46,046	955	2.1%
Defense	677,593	81,343	12.0%	687,435	88,444	12.9%
Air Force	143,521	16,522	11.5%	146,175	18,129	12.4%
Army	223,622	33,773	15.1%	223,244	36,130	16.2%
Navy	201,616	20,562	10.2%	206,679	22,431	10.9%
Defense Activities	108,834	10,486	9.6%	111,337	11,754	10.6%
Education	4,259	96	2.3%	4,362	103	2.4%
Energy	15,107	620	4.1%	15,153	724	4.8%
HHS	85,328	1,411	1.7%	86,552	1,584	1.8%
Homeland Security	187,130	8,275	4.4%	191,644	9,289	4.8%
HUD	8,209	372	4.5%	8,061	424	5.3%
Interior	69,757	2,296	3.3%	71,057	2,640	3.7%
Justice	114,776	4,062	3.5%	117,127	4,703	4.0%
Labor	15,889	1,102	6.9%	15,766	1,195	7.6%
State	12,747	570	4.5%	13,126	659	5.0%
Transportation	54,769	2,626	4.8%	55,172	2,913	5.3%
Treasury	91,208	2,054	2.3%	92,109	2,251	2.4%
Veterans Affairs	365,567	32,820	9.0%	373,149	35,526	9.5%
AID	1,706	80	4.7%	1,733	76	4.4%
EPA	15,445	226	1.5%	15,634	308	2.0%
GSA	11,175	561	5.0%	11,552	683	5.9%
NASA	17,260	345	2.0%	17,251	394	2.3%
NSF	1,455	33	2.3%	1,455	31	2.1%
OPM	5,091	348	6.8%	5,358	468	8.7%
NRC*	3,808	81	2.1%	3,521	74	2.1%
SSA	65,717	2,926	4.5%	64,394	3,221	5.0%
SBA	4,138	175	4.2%	4,119	195	4.7%
Total Executive Order Agencies	1,972,079	145,631	7.4%	1,998,367	159,722	8.0%

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 Employment On-Board Employees

Category	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Employees	1,805,831	1,786,558	1,778,445	1,802,571	1,823,665
Total Veterans	544,663	571,410	578,849	589,955	600,247
% of All Employees	30.2%	32.0%	32.5%	32.7%	32.9%
Veterans with Preference	478,990	481,114	487,942	503,599	514,555
% of All Employees	26.5%	26.9%	27.4%	27.9%	28.2%
% of All Veterans	87.9%	84.2%	84.3%	85.4%	85.7%
Disabled Veterans	160,163	199,863	213,021	229,284	244,200
% of All Employees	8.9%	11.2%	12.0%	12.7%	13.4%
% of All Veterans	29.4%	35.0%	36.8%	38.9%	40.6%
30% or more Disabled Veterans	103,592	113,843	124,953	138,319	151,382
% of All Employees	5.7%	6.4%	7.0%	7.7%	8.3%
% of All Veterans	19.0%	19.9%	21.6%	23.4%	25.2%

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 Employment — Veterans

	FY 2015			FY 2016		
	Employees	Veterans	%	Employees	Veterans	%
Total Executive Branch Agencies	1,802,571	589,955	32.7%	1,823,665	600,247	32.9%
Executive Order Agencies						
Agriculture	73,663	10,043	13.6%	74,465	10,528	14.1%
Commerce	35,249	4,458	12.6%	35,661	4,636	13.0%
Defense	632,266	306,050	48.4%	636,144	309,920	48.7%
Air Force	138,740	79,839	57.5%	140,836	80,768	57.3%
Army	208,190	105,538	50.7%	207,103	105,341	50.9%
Navy	195,815	84,830	43.3%	201,543	87,706	43.5%
Defense Activities	89,521	35,843	40.0%	86,662	36,105	41.7%
Education	3,862	446	11.5%	3,973	466	11.7%
Energy	14,443	3,538	24.5%	14,499	3,649	25.2%
HHS	63,324	5,799	9.2%	65,431	6,054	9.3%
Homeland Security	166,777	49,368	29.6%	169,547	49,964	29.5%
HUD	8,059	1,238	15.4%	7,883	1,253	15.9%
Interior	48,798	8,987	18.4%	49,679	9,414	18.9%
Justice	111,010	28,403	25.6%	112,900	28,762	25.5%
Labor	15,086	3,236	21.5%	14,996	3,333	22.2%
State	10,121	2,260	22.3%	10,500	2,376	22.6%
Transportation	53,822	19,804	36.8%	53,992	19,987	37.0%
Treasury	84,050	9,561	11.4%	82,556	9,396	11.4%
Veterans Affairs	324,639	113,245	34.9%	333,264	116,037	34.8%
AID	1,529	240	15.7%	1,560	241	15.4%
EPA	14,161	1,237	8.7%	14,287	1,325	9.3%
GSA	10,865	2,377	21.9%	11,141	2,533	22.7%
NASA	16,977	2,024	11.9%	16,985	2,042	12.0%
NSF	1,199	125	10.4%	1,208	115	9.5%
OPM	4,919	1,159	23.6%	5,175	1,385	26.8%
NRC*	3,559	786	22.1%	3,320	713	21.5%
SSA	62,813	9,811	15.6%	62,560	10,275	16.4%
SBA	2,180	424	19.4%	2,178	433	19.9%
Total Executive Order Agencies	1,763,371	584,619	33.2%	1,783,904	594,837	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 Employment — Veterans with Preference

	FY 2015			FY 2016		
	Employees	Veterans with Preference	%	Employees	Veterans with Preference	%
Total Executive Branch Agencies	1,802,571	503,599	27.9%	1,823,665	514,555	28.2%
Executive Order Agencies						
Agriculture	73,663	9,194	12.5%	74,465	9,678	13.0%
Commerce	35,249	3,793	10.8%	35,661	3,972	11.1%
Defense	632,266	265,820	42.0%	636,144	269,646	42.4%
Air Force	138,740	68,235	49.2%	140,836	69,076	49.0%
Army	208,190	91,864	44.1%	207,103	91,902	44.4%
Navy	195,815	75,150	38.4%	201,543	77,767	38.6%
Defense Activities	89,521	30,571	34.1%	86,662	30,901	35.7%
Education	3,862	379	9.8%	3,973	393	9.9%
Energy	14,443	2,992	20.7%	14,499	3,078	21.2%
HHS	63,324	5,530	8.7%	65,431	5,747	8.8%
Homeland Security	166,777	41,129	24.7%	169,547	41,842	24.7%
HUD	8,059	1,131	14.0%	7,883	1,135	14.4%
Interior	48,798	7,913	16.2%	49,679	8,305	16.7%
Justice	111,010	22,539	20.3%	112,900	23,372	20.7%
Labor	15,086	3,016	20.0%	14,996	3,112	20.8%
State	10,121	1,978	19.5%	10,500	2,100	20.0%
Transportation	53,822	15,208	28.3%	53,992	15,598	28.9%
Treasury	84,050	7,829	9.3%	82,556	7,703	9.3%
Veterans Affairs	324,639	94,746	29.2%	333,264	97,492	29.3%
AID	1,529	230	15.0%	1,560	229	14.7%
EPA	14,161	1,049	7.4%	14,287	1,131	7.9%
GSA	10,865	1,994	18.4%	11,141	2,156	19.4%
NASA	16,977	1,507	8.9%	16,985	1,540	9.1%
NSF	1,199	105	8.8%	1,208	96	7.9%
OPM	4,919	1,018	20.7%	5,175	1,237	23.9%
NRC*	3,559	622	17.5%	3,320	565	17.0%
SSA	62,813	8,852	14.1%	62,560	9,318	14.9%
SBA	2,180	402	18.4%	2,178	411	18.9%
Total Executive Order Agencies	1,763,371	498,976	28.3%	1,783,904	509,856	28.6%

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 Employment — Disabled Veterans

	FY 2015			FY 2016		
	Employees	Disabled Veterans	%	Employees	Disabled Veterans	%
Total Executive Branch Agencies	1,802,571	229,284	12.7%	1,823,665	244,200	13.4%
Executive Order Agencies						
Agriculture	73,663	3,903	5.3%	74,465	4,403	5.9%
Commerce	35,249	1,378	3.9%	35,661	1,555	4.4%
Defense	632,266	120,184	19.0%	636,144	126,766	19.9%
Air Force	138,740	28,296	20.4%	140,836	30,087	21.4%
Army	208,190	45,927	22.1%	207,103	47,569	23.0%
Navy	195,815	31,357	16.0%	201,543	33,640	16.7%
Defense Activities	89,521	14,604	16.3%	86,662	15,470	17.9%
Education	3,862	170	4.4%	3,973	182	4.6%
Energy	14,443	1,162	8.0%	14,499	1,290	8.9%
HHS	63,324	2,331	3.7%	65,431	2,522	3.9%
Homeland Security	166,777	14,342	8.6%	169,547	15,355	9.1%
HUD	8,059	595	7.4%	7,883	633	8.0%
Interior	48,798	3,355	6.9%	49,679	3,758	7.6%
Justice	111,010	6,926	6.2%	112,900	7,679	6.8%
Labor	15,086	1,645	10.9%	14,996	1,736	11.6%
State	10,121	923	9.1%	10,500	1,026	9.8%
Transportation	53,822	5,272	9.8%	53,992	5,596	10.4%
Treasury	84,050	3,408	4.1%	82,556	3,550	4.3%
Veterans Affairs	324,639	54,116	16.7%	333,264	57,578	17.3%
AID	1,529	107	7.0%	1,560	108	6.9%
EPA	14,161	439	3.1%	14,287	536	3.8%
GSA	10,865	908	8.4%	11,141	1,036	9.3%
NASA	16,977	607	3.6%	16,985	661	3.9%
NSF	1,199	53	4.4%	1,208	50	4.1%
OPM	4,919	521	10.6%	5,175	676	13.1%
NRC*	3,559	175	4.9%	3,320	166	5.0%
SSA	62,813	4,513	7.2%	62,560	4,965	7.9%
SBA	2,180	188	8.6%	2,178	210	9.6%
Total Executive Order Agencies	1,763,371	227,221	12.9%	1,783,904	242,037	13.6%

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 Employment — 30% or More Disabled Veterans

	FY 2015			FY 2016		
	Employees	30% or More Disabled Veterans	%	Employees	30% or More Disabled Veterans	%
Total Executive Branch Agencies	1,802,571	138,319	7.7%	1,823,665	151,382	8.3%
Executive Order Agencies						
Agriculture	73,663	2,165	2.9%	74,465	2,586	3.5%
Commerce	35,249	697	2.0%	35,661	830	2.3%
Defense	632,266	76,785	12.1%	636,144	82,810	13.0%
Air Force	138,740	15,577	11.2%	140,836	16,932	12.0%
Army	208,190	31,617	15.2%	207,103	33,579	16.2%
Navy	195,815	20,055	10.2%	201,543	21,956	10.9%
Defense Activities	89,521	9,536	10.7%	86,662	10,343	11.9%
Education	3,862	95	2.5%	3,973	99	2.5%
Energy	14,443	600	4.2%	14,499	700	4.8%
HHS	63,324	1,344	2.1%	65,431	1,511	2.3%
Homeland Security	166,777	7,858	4.7%	169,547	8,766	5.2%
HUD	8,059	371	4.6%	7,883	416	5.3%
Interior	48,798	1,766	3.6%	49,679	2,056	4.1%
Justice	111,010	3,975	3.6%	112,900	4,608	4.1%
Labor	15,086	1,049	7.0%	14,996	1,141	7.6%
State	10,121	546	5.4%	10,500	629	6.0%
Transportation	53,822	2,545	4.7%	53,992	2,831	5.2%
Treasury	84,050	1,904	2.3%	82,556	2,054	2.5%
Veterans Affairs	324,639	30,936	9.5%	333,264	33,829	10.2%
AID	1,529	76	5.0%	1,560	74	4.7%
EPA	14,161	216	1.5%	14,287	298	2.1%
GSA	10,865	557	5.1%	11,141	669	6.0%
NASA	16,977	331	1.9%	16,985	384	2.3%
NSF	1,199	32	2.7%	1,208	31	2.6%
OPM	4,919	344	7.0%	5,175	461	8.9%
NRC*	3,559	80	2.2%	3,320	74	2.2%
SSA	62,813	2,791	4.4%	62,560	3,147	5.0%
SBA	2,180	109	5.0%	2,178	121	5.6%
Total Executive Order Agencies	1,763,371	137,172	7.8%	1,783,904	150,125	8.4%

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 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Employees	195,139	162,839	180,562	221,166	229,034
Total Veterans	54,866	50,502	59,992	71,867	71,304
% of All Employees	28.1%	31.0%	33.2%	32.5%	31.0%
Veterans with Preference	50,165	45,569	53,608	64,590	63,263
% of All Employees	25.7%	28.0%	29.7%	29.2%	28.0%
% of All Veterans	91.4%	90.2%	89.4%	89.9%	89.0%
Disabled Veterans	18,290	20,838	25,690	31,616	31,868
% of All Employees	9.4%	12.8%	14.2%	14.3%	14.0%
% of All Veterans	33.3%	41.3%	42.8%	44.0%	45.0%
30% or more Disabled Veterans	12,926	12,427	16,301	21,215	21,994
% of All Employees	6.6%	7.6%	9.0%	9.6%	10.0%
% of All Veterans	23.6%	24.6%	27.2%	29.5%	31.0%

New Hires do not include transfers between agencies.

Table 3A
Total New Hires — Veteran New Hires

	FY 2015			FY 2016		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	221,166	71,867	32.5%	229,034	71,304	31.1%
Executive Order Agencies						
Agriculture	19,918	2,435	12.2%	19,895	2,421	12.2%
Commerce	7,480	1,079	14.4%	5,197	736	14.2%
Defense	70,768	34,136	48.2%	72,623	34,718	47.8%
Air Force	13,883	7,817	56.3%	15,932	8,195	51.4%
Army	21,163	10,762	50.9%	22,334	11,559	51.8%
Navy	22,582	10,439	46.2%	19,967	9,182	46.0%
Defense Activities	13,140	5,118	38.9%	14,390	5,782	40.2%
Education	383	42	11.0%	410	42	10.2%
Energy	1,120	396	35.4%	1,035	323	31.2%
HHS	8,083	743	9.2%	8,777	804	9.2%
Homeland Security	12,964	3,557	27.4%	19,681	4,776	24.3%
HUD	362	88	24.3%	442	109	24.7%
Interior	16,047	2,708	16.9%	17,843	2,931	16.4%
Justice	8,073	2,294	28.4%	9,539	2,438	25.6%
Labor	1,144	417	36.5%	1,041	422	40.5%
State	1,088	362	33.3%	1,298	362	27.9%
Transportation	3,756	1,633	43.5%	4,229	1,450	34.3%
Treasury	5,902	785	13.3%	7,940	911	11.5%
Veterans Affairs	50,347	17,286	34.3%	47,060	15,810	33.6%
AID	161	29	18.0%	177	26	14.7%
EPA	852	133	15.6%	1,037	176	17.0%
GSA	618	157	25.4%	940	290	30.9%
NASA	479	135	28.2%	743	179	24.1%
NSF	244	25	10.2%	242	10	4.1%
OPM	438	109	24.9%	537	294	54.7%
NRC*	236	63	26.7%	85	10	11.8%
SSA	5,485	2,122	38.7%	3,135	1,193	38.1%
SBA	398	112	28.1%	753	136	18.1%
Total Executive Order Agencies	216,346	70,846	32.7%	224,659	70,567	31.4%

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 2015			FY 2016		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	221,166	64,590	29.2%	229,034	63,263	27.6%
Executive Order Agencies						
Agriculture	19,918	2,284	11.5%	19,895	2,295	11.5%
Commerce	7,480	1,002	13.4%	5,197	682	13.1%
Defense	70,768	30,254	42.8%	72,623	30,774	42.4%
Air Force	13,883	6,759	48.7%	15,932	7,111	44.6%
Army	21,163	9,493	44.9%	22,334	10,198	45.7%
Navy	22,582	9,545	42.3%	19,967	8,269	41.4%
Defense Activities	13,140	4,457	33.9%	14,390	5,196	36.1%
Education	383	41	10.7%	410	39	9.5%
Energy	1,120	355	31.7%	1,035	273	26.4%
HHS	8,083	686	8.5%	8,777	734	8.4%
Homeland Security	12,964	3,080	23.8%	19,681	4,042	20.5%
HUD	362	86	23.8%	442	103	23.3%
Interior	16,047	2,467	15.4%	17,843	2,658	14.9%
Justice	8,073	2,204	27.3%	9,539	2,322	24.3%
Labor	1,144	400	35.0%	1,041	408	39.2%
State	1,088	295	27.1%	1,298	309	23.8%
Transportation	3,756	1,480	39.4%	4,229	1,292	30.6%
Treasury	5,902	728	12.3%	7,940	845	10.6%
Veterans Affairs	50,347	15,589	31.0%	47,060	13,652	29.0%
AID	161	28	17.4%	177	25	14.1%
EPA	852	115	13.5%	1,037	165	15.9%
GSA	618	131	21.2%	940	257	27.3%
NASA	479	126	26.3%	743	158	21.3%
NSF	244	22	9.0%	242	8	3.3%
OPM	438	97	22.1%	537	278	51.8%
NRC*	236	56	23.7%	85	10	11.8%
SSA	5,485	2,024	36.9%	3,135	1,150	36.7%
SBA	398	107	26.9%	753	124	16.5%
Total Executive Order Agencies	216,346	63,657	29.4%	224,659	62,603	27.9%

New Hires do not include transfers between agencies.

*NRC is an excepted Service Agency.

Table 3C
Total New Hires — Disabled Veteran New Hires

	FY 2015			FY 2016		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	221,166	31,616	14.3%	229,034	31,868	13.9%
Executive Order Agencies						
Agriculture	19,918	935	4.7%	19,895	990	5.0%
Commerce	7,480	372	5.0%	5,197	301	5.8%
Defense	70,768	12,653	17.9%	72,623	13,715	18.9%
Air Force	13,883	2,508	18.1%	15,932	3,093	19.4%
Army	21,163	4,254	20.1%	22,334	4,821	21.6%
Navy	22,582	3,780	16.7%	19,967	3,192	16.0%
Defense Activities	13,140	2,111	16.1%	14,390	2,609	18.1%
Education	383	18	4.7%	410	18	4.4%
Energy	1,120	157	14.0%	1,035	147	14.2%
HHS	8,083	335	4.1%	8,777	335	3.8%
Homeland Security	12,964	1,308	10.1%	19,681	1,755	8.9%
HUD	362	56	15.5%	442	70	15.8%
Interior	16,047	1,090	6.8%	17,843	1,223	6.9%
Justice	8,073	769	9.5%	9,539	872	9.1%
Labor	1,144	233	20.4%	1,041	253	24.3%
State	1,088	139	12.8%	1,298	155	11.9%
Transportation	3,756	626	16.7%	4,229	567	13.4%
Treasury	5,902	420	7.1%	7,940	487	6.1%
Veterans Affairs	50,347	10,498	20.9%	47,060	9,326	19.8%
AID	161	16	9.9%	177	14	7.9%
EPA	852	70	8.2%	1,037	113	10.9%
GSA	618	74	12.0%	940	160	17.0%
NASA	479	74	15.4%	743	89	12.0%
NSF	244	9	3.7%	242	4	1.7%
OPM	438	55	12.6%	537	180	33.5%
NRC*	236	24	10.2%	85	4	4.7%
SSA	5,485	1,100	20.1%	3,135	662	21.1%
SBA	398	65	16.3%	753	76	10.1%
Total Executive Order Agencies	216,346	31,096	14.4%	224,659	31,516	14.0%

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 2015			FY 2016		
	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	221,166	21,215	9.6%	229,034	21,994	9.6%
Executive Order Agencies						
Agriculture	19,918	537	2.7%	19,895	595	3.0%
Commerce	7,480	163	2.2%	5,197	141	2.7%
Defense	70,768	9,731	13.8%	72,623	10,756	14.8%
Air Force	13,883	2,006	14.4%	15,932	2,525	15.8%
Army	21,163	3,363	15.9%	22,334	3,861	17.3%
Navy	22,582	2,846	12.6%	19,967	2,420	12.1%
Defense Activities	13,140	1,516	11.5%	14,390	1,950	13.6%
Education	383	9	2.3%	410	12	2.9%
Energy	1,120	88	7.9%	1,035	93	9.0%
HHS	8,083	226	2.8%	8,777	221	2.5%
Homeland Security	12,964	840	6.5%	19,681	1,126	5.7%
HUD	362	41	11.3%	442	56	12.7%
Interior	16,047	655	4.1%	17,843	772	4.3%
Justice	8,073	487	6.0%	9,539	542	5.7%
Labor	1,144	152	13.3%	1,041	190	18.3%
State	1,088	94	8.6%	1,298	98	7.6%
Transportation	3,756	398	10.6%	4,229	374	8.8%
Treasury	5,902	254	4.3%	7,940	285	3.6%
Veterans Affairs	50,347	6,144	12.2%	47,060	5,564	11.8%
AID	161	9	5.6%	177	10	5.6%
EPA	852	45	5.3%	1,037	88	8.5%
GSA	618	51	8.3%	940	110	11.7%
NASA	479	50	10.4%	743	62	8.3%
NSF	244	6	2.5%	242	1	0.4%
OPM	438	42	9.6%	537	139	25.9%
NRC*	236	14	5.9%	85	3	3.5%
SSA	5,485	816	14.9%	3,135	487	15.5%
SBA	398	44	11.1%	753	50	6.6%
Total Executive Order Agencies	216,346	20,896	9.7%	224,659	21,775	9.7%

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 2012	FY 2013	FY 2014	FY 2015	FY 2016
Total Employees	87,017	73,763	88,589	119,633	125,757
Total Veterans	39,136	34,011	42,009	52,325	52,880
% of All Employees	45.0%	46.1%	47.4%	43.7%	42.0%
Veterans with Preference	34,897	30,710	37,499	47,195	47,043
% of All Employees	40.1%	41.6%	42.3%	39.4%	37.0%
% of All Veterans	89.2%	90.3%	89.3%	90.2%	89.0%
Disabled Veterans	14,285	13,363	17,695	22,329	22,930
% of All Employees	16.4%	18.1%	20.0%	18.7%	18.0%
% of All Veterans	36.5%	39.3%	42.1%	42.7%	43.0%
30% or more Disabled Veterans	8,440	7,885	11,202	14,880	15,584
% of All Employees	9.7%	10.7%	12.6%	12.4%	12.0%
% of All Veterans	21.6%	23.2%	26.7%	28.4%	29.0%

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 2015			FY 2016		
	Total New Hires	Total Veteran New Hires	%	Total New Hires	Total Veteran New Hires	%
Total Executive Branch Agencies	119,633	52,325	43.7%	125,757	52,880	42.0%
Executive Order Agencies						
Agriculture	3,922	1,042	26.6%	4,092	1,052	25.7%
Commerce	1,805	418	23.2%	1,764	410	23.2%
Defense	47,852	26,044	54.4%	50,370	26,687	53.0%
Air Force	10,115	6,286	62.1%	11,560	6,519	56.4%
Army	13,676	7,647	55.9%	14,697	8,309	56.5%
Navy	18,586	9,140	49.2%	17,252	8,247	47.8%
Defense Activities	5,475	2,971	54.3%	6,861	3,612	52.6%
Education	251	38	15.1%	281	35	12.5%
Energy	872	361	41.4%	800	284	35.5%
HHS	4,547	600	13.2%	5,239	669	12.8%
Homeland Security	5,513	2,266	41.1%	7,529	2,977	39.5%
HUD	293	80	27.3%	338	89	26.3%
Interior	2,220	745	33.6%	2,718	893	32.9%
Justice	5,792	2,014	34.8%	7,202	2,177	30.2%
Labor	880	345	39.2%	782	353	45.1%
State	576	267	46.4%	815	269	33.0%
Transportation	2,393	1,317	55.0%	2,539	1,235	48.6%
Treasury	1,106	314	28.4%	1,723	499	29.0%
Veterans Affairs	32,459	13,422	41.4%	31,339	12,649	40.4%
AID	91	21	23.1%	115	17	14.8%
EPA	460	98	21.3%	661	154	23.3%
GSA	431	138	32.0%	728	247	33.9%
NASA	415	116	28.0%	679	163	24.0%
NSF	69	19	27.5%	67	8	11.9%
OPM	323	80	24.8%	452	280	61.9%
NRC*	129	46	35.7%	36	10	27.8%
SSA	4,200	1,649	39.3%	2,685	1,087	40.5%
SBA	122	51	41.8%	104	39	37.5%
Total Executive Order Agencies	116,721	51,491	44.1%	123,058	52,283	42.5%

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 2015			FY 2016		
	Total New Hires	Total Veterans with Preference New Hires	%	Total New Hires	Total Veterans with Preference New Hires	%
Total Executive Branch Agencies	119,633	47,195	39.4%	125,757	47,043	37.4%
Executive Order Agencies						
Agriculture	3,922	982	25.0%	4,092	997	24.4%
Commerce	1,805	376	20.8%	1,764	382	21.7%
Defense	47,852	23,055	48.2%	50,370	23,523	46.7%
Air Force	10,115	5,449	53.9%	11,560	5,610	48.5%
Army	13,676	6,672	48.8%	14,697	7,269	49.5%
Navy	18,586	8,332	44.8%	17,252	7,398	42.9%
Defense Activities	5,475	2,602	47.5%	6,861	3,246	47.3%
Education	251	37	14.7%	281	33	11.7%
Energy	872	321	36.8%	800	237	29.6%
HHS	4,547	555	12.2%	5,239	609	11.6%
Homeland Security	5,513	2,069	37.5%	7,529	2,647	35.2%
HUD	293	78	26.6%	338	83	24.6%
Interior	2,220	698	31.4%	2,718	836	30.8%
Justice	5,792	1,945	33.6%	7,202	2,082	28.9%
Labor	880	330	37.5%	782	341	43.6%
State	576	227	39.4%	815	231	28.3%
Transportation	2,393	1,202	50.2%	2,539	1,105	43.5%
Treasury	1,106	292	26.4%	1,723	470	27.3%
Veterans Affairs	32,459	12,173	37.5%	31,339	11,033	35.2%
AID	91	21	23.1%	115	16	13.9%
EPA	460	87	18.9%	661	144	21.8%
GSA	431	115	26.7%	728	219	30.1%
NASA	415	108	26.0%	679	146	21.5%
NSF	69	17	24.6%	67	6	9.0%
OPM	323	71	22.0%	452	265	58.6%
NRC*	129	42	32.6%	36	10	27.8%
SSA	4,200	1,583	37.7%	2,685	1,051	39.1%
SBA	122	49	40.2%	104	39	37.5%
Total Executive Order Agencies	116,721	46,433	39.8%	123,058	46,505	37.8%

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 4C

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

	FY 2015			FY 2016		
	Total New Hires	Total Disabled Veteran New Hires	%	Total New Hires	Total Disabled Veteran New Hires	%
Total Executive Branch Agencies	119,633	22,329	18.7%	125,757	22,930	18.2%
Executive Order Agencies						
Agriculture	3,922	503	12.8%	4,092	543	13.3%
Commerce	1,805	154	8.5%	1,764	156	8.8%
Defense	47,852	8,652	18.1%	50,370	9,424	18.7%
Air Force	10,115	1,705	16.9%	11,560	2,100	18.2%
Army	13,676	2,693	19.7%	14,697	3,068	20.9%
Navy	18,586	3,145	16.9%	17,252	2,737	15.9%
Defense Activities	5,475	1,109	20.3%	6,861	1,519	22.1%
Education	251	17	6.8%	281	14	5.0%
Energy	872	139	15.9%	800	125	15.6%
HHS	4,547	261	5.7%	5,239	269	5.1%
Homeland Security	5,513	989	17.9%	7,529	1,273	16.9%
HUD	293	50	17.1%	338	55	16.3%
Interior	2,220	364	16.4%	2,718	436	16.0%
Justice	5,792	688	11.9%	7,202	779	10.8%
Labor	880	190	21.6%	782	203	26.0%
State	576	107	18.6%	815	124	15.2%
Transportation	2,393	522	21.8%	2,539	496	19.5%
Treasury	1,106	155	14.0%	1,723	286	16.6%
Veterans Affairs	32,459	7,967	24.5%	31,339	7,334	23.4%
AID	91	10	11.0%	115	7	6.1%
EPA	460	53	11.5%	661	100	15.1%
GSA	431	60	13.9%	728	126	17.3%
NASA	415	64	15.4%	679	82	12.1%
NSF	69	7	10.1%	67	2	3.0%
OPM	323	42	13.0%	452	173	38.3%
NRC*	129	16	12.4%	36	4	11.1%
SSA	4,200	853	20.3%	2,685	608	22.6%
SBA	122	31	25.4%	104	26	25.0%
Total Executive Order Agencies	116,721	21,894	18.8%	123,058	22,645	18.4%

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 2015			FY 2016		
	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	119,633	14,880	12.4%	125,757	15,584	12.4%
Executive Order Agencies						
Agriculture	3,922	317	8.1%	4,092	354	8.7%
Commerce	1,805	84	4.7%	1,764	84	4.8%
Defense	47,852	6,516	13.6%	50,370	7,204	14.3%
Air Force	10,115	1,312	13.0%	11,560	1,645	14.2%
Army	13,676	2,063	15.1%	14,697	2,375	16.2%
Navy	18,586	2,314	12.5%	17,252	2,045	11.9%
Defense Activities	5,475	827	15.1%	6,861	1,139	16.6%
Education	251	8	3.2%	281	8	2.8%
Energy	872	74	8.5%	800	73	9.1%
HHS	4,547	173	3.8%	5,239	172	3.3%
Homeland Security	5,513	635	11.5%	7,529	840	11.2%
HUD	293	36	12.3%	338	43	12.7%
Interior	2,220	235	10.6%	2,718	281	10.3%
Justice	5,792	429	7.4%	7,202	477	6.6%
Labor	880	123	14.0%	782	146	18.7%
State	576	73	12.7%	815	80	9.8%
Transportation	2,393	328	13.7%	2,539	317	12.5%
Treasury	1,106	100	9.0%	1,723	167	9.7%
Veterans Affairs	32,459	4,652	14.3%	31,339	4,336	13.8%
AID	91	4	4.4%	115	4	3.5%
EPA	460	35	7.6%	661	76	11.5%
GSA	431	40	9.3%	728	84	11.5%
NASA	415	43	10.4%	679	59	8.7%
NSF	69	4	5.8%	67	1	1.5%
OPM	323	34	10.5%	452	133	29.4%
NRC*	129	11	8.5%	36	3	8.3%
SSA	4,200	643	15.3%	2,685	450	16.8%
SBA	122	19	15.6%	104	17	16.3%
Total Executive Order Agencies	116,721	14,616	12.5%	123,058	15,409	12.5%

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 2015			FY 2016		
	VRA	VEOA	30.0%	VRA	VEOA	30.0%
Total Executive Branch Agencies	8,451	15,879	2,497	8,527	16,217	2,782
Executive Order Agencies						
Agriculture	244	158	62	235	131	46
Commerce	90	51	27	78	49	20
Defense	3,368	10,742	1,512	3,366	11,042	1,704
Air Force	172	3,579	468	188	3,656	608
Army	1,267	3,066	568	1,298	3,544	701
Navy	1,693	2,968	303	1,610	2,660	220
Defense Activities	236	1,129	173	270	1,182	175
Education	5	4	1	6	1	3
Energy	82	62	12	38	70	16
HHS	44	86	23	63	118	28
Homeland Security	308	370	107	392	437	176
HUD	3	14	3	10	14	3
Interior	217	143	31	286	152	45
Justice	144	71	27	292	69	34
Labor	83	31	22	76	53	24
State	42	44	13	65	39	10
Transportation	29	18	5	26	25	2
Treasury	70	36	13	75	50	27
Veterans Affairs	2,877	3,907	596	2,792	3,725	595
AID	3	6	5	2	2	5
EPA	25	7	4	41	14	6
GSA	13	32	9	28	48	15
NASA	5	7	3	7	4	0
NSF	2	3	0	0	2	0
OPM	8	11	5	63	110	6
NRC*	0	0	0	0	0	0
SSA	739	6	1	548	4	0
SBA	11	4	4	4	10	2
Total Executive Order Agencies	8,412	15,813	2,485	8,493	16,169	2,767

*NRC is an excepted Service Agency.

Table 6
Veteran New Hires Under Other Appointing Authorities

	FY 2015								FY 2016							
	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	2,909	49	1,157	71,867	11,682	311	2,307	149,299	2,546	64	1,046	71,304	12,475	336	2,906	157,730
Executive Order Agencies																
Agriculture	140	1	15	2,435	945	13	145	17,483	97	0	16	2,421	972	32	139	17,474
Commerce	37	1	6	1,079	186	21	46	6,401	24	1	6	736	237	13	75	4,461
Defense	1,419	0	185	34,136	5,538	12	576	36,632	1,343	5	201	34,718	5,763	3	776	37,905
Air Force	302	0	36	7,817	1,567	3	137	6,066	312	2	58	8,195	1,823	1	195	7,737
Army	518	0	44	10,762	1,724	5	107	10,401	536	0	41	11,559	1,850	0	132	10,775
Navy	369	0	75	10,439	1,463	0	160	12,143	239	1	77	9,182	1,241	0	221	10,785
Defense Activities	230	0	30	5,118	784	4	172	8,022	256	2	25	5,782	849	2	228	8,608
Education	2	0	0	42	7	3	12	341	5	1	0	42	14	7	18	368
Energy	54	1	4	396	122	5	14	724	38	2	7	323	100	18	15	712
HHS	82	10	17	743	775	47	343	7,340	55	3	23	804	884	54	461	7,973
Homeland Security	128	6	14	3,557	275	26	81	9,407	97	14	28	4,776	350	19	130	14,905
HUD	7	6	3	88	43	11	10	274	16	9	2	109	51	14	7	333
Interior	167	1	10	2,708	857	10	103	13,339	146	1	16	2,931	908	18	153	14,912
Justice	62	0	4	2,294	346	1	44	5,779	57	1	4	2,438	346	4	81	7,101
Labor	41	0	4	417	140	18	37	727	45	1	3	422	149	7	37	619
State	35	10	4	362	80	21	28	726	53	8	6	362	223	34	40	936
Transportation	21	0	1	1,633	97	8	19	2,123	18	0	7	1,450	170	7	28	2,779
Treasury	34	4	25	785	130	22	97	5,117	36	0	16	911	145	13	143	7,029
Veterans Affairs	245	4	807	17,286	347	9	352	33,061	167	6	659	15,810	331	7	449	31,250
AID	2	0	0	29	5	18	12	132	1	3	0	26	8	21	20	151
EPA	42	0	1	133	206	8	12	719	30	2	2	176	253	23	15	861
GSA	49	0	2	157	57	1	21	461	56	2	11	290	116	3	54	650
NASA	63	1	2	135	159	2	4	344	97	1	3	179	235	2	17	564
NSF	11	0	0	25	66	3	3	219	3	0	0	10	69	1	2	232
OPM	27	1	1	109	37	4	17	329	15	1	1	294	17	0	6	243
NRC*	0	0	0	63	0	0	0	173	0	0	0	10	0	0	0	75
SSA	124	2	28	2,122	657	3	218	3,363	59	0	19	1,193	440	2	153	1,942
SBA	2	0	0	112	0	9	2	286	2	1	0	136	0	7	3	617
Total Executive Order Agencies	2,794	48	1,133	70,846	11,075	275	2,196	145,500	2,460	62	1,030	70,567	11,781	309	2,822	154,092

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 2012	FY 2013	FY 2014	FY 2015	FY 2016
30 Percent or More Disabled	1,711	1,622	1,731	2,497	2,782
VRA (no conversions)	2,849	2,476	3,725	4,196	4,123
VEOA	3,954	3,610	4,033	5,908	6,435
Subtotal	8,514	7,708	9,489	12,601	13,340
*All Other Appointments	13,075	13,130	16,201	19,015	18,528
Total Disabled Veteran Hires	21,589	20,838	25,690	31,616	31,868

*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 2016				
		Federal Civilian Workforce	Veterans	Disabled Veterans	Derived Preference	Military Spouse Appointment*
SES		0.40%	0.22%	0.09%	0.18%	0.00%
GS, GM, GL	Grade 1-4	2.60%	1.68%	1.94%	4.50%	13.92%
	Grade 5-8	17.53%	19.27%	22.01%	31.98%	54.02%
	Grade 9-12	29.60%	33.05%	36.87%	30.77%	24.94%
	Grade 13-15	20.36%	16.24%	14.91%	13.28%	1.83%
Blue Collar Pay Plans		8.38%	14.00%	12.68%	7.65%	3.43%
Other White Collar Pay Plans		21.14%	15.53%	11.50%	11.63%	1.87%

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

*Noncompetitive Appointment of certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

Table 9
Employment Distribution by Occupational Category

Category	FY 2016					
	All Employees	All Veterans	Disabled Veterans	30% or More Disabled Veterans	Derived Preference	Military Spouse*
Professional	27.63%	13.54%	10.91%	10.02%	14.36%	8.77%
Administrative	37.45%	45.11%	48.48%	51.17%	37.06%	20.20%
Technical	17.39%	16.26%	16.84%	16.84%	24.54%	29.21%
Clerical	5.14%	5.19%	6.82%	7.01%	13.34%	37.52%
Other White Collar	4.01%	5.91%	4.27%	4.29%	3.05%	0.87%
Blue Collar	8.38%	14.00%	12.68%	10.67%	7.65%	3.43%

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

*Those appointed under the Noncompetitive Hiring Authority for Certain Military Spouses authorized by Executive Order 13473.

Table 10
New Hires with Derived Preference

	FY 2015			FY 2016		
	Federal New Hires	Federal New Hires with Derived Preference	%	Federal New Hires	Federal New Hires with Derived Preference	%
Total Executive Branch Agencies	221,166	434	0.20%	229,034	488	0.21%
Executive Order Agencies						
Agriculture	19,918	20	0.10%	19,895	21	0.11%
Commerce	7,480	9	0.12%	5,197	11	0.21%
Defense	70,768	211	0.30%	72,623	225	0.31%
Air Force	13,883	43	0.31%	15,932	57	0.36%
Army	21,163	65	0.31%	22,334	71	0.32%
Navy	22,582	61	0.27%	19,967	50	0.25%
Defense Activities	13,140	42	0.32%	14,390	47	0.33%
Education	383	1	0.26%	410	0	0.00%
Energy	1,120	2	0.18%	1,035	3	0.29%
HHS	8,083	5	0.06%	8,777	3	0.03%
Homeland Security	12,964	10	0.08%	19,681	15	0.08%
HUD	362	0	0.00%	442	3	0.68%
Interior	16,047	16	0.10%	17,843	20	0.11%
Justice	8,073	14	0.17%	9,539	14	0.15%
Labor	1,144	2	0.17%	1,041	2	0.19%
State	1,088	3	0.28%	1,298	4	0.31%
Transportation	3,756	12	0.32%	4,229	4	0.09%
Treasury	5,902	5	0.08%	7,940	14	0.18%
Veterans Affairs	50,347	95	0.19%	47,060	132	0.28%
AID	161	0	0.00%	177	0	0.00%
EPA	852	2	0.23%	1,037	1	0.10%
GSA	618	4	0.65%	940	2	0.21%
NASA	479	0	0.00%	743	0	0.00%
NSF	244	0	0.00%	242	0	0.00%
OPM	438	2	0.46%	537	3	0.56%
NRC*	236	0	0.00%	85	0	0.00%
SSA	5,485	14	0.26%	3,135	3	0.10%
SBA	398	1	0.25%	753	2	0.27%
Total Executive Order Agencies	216,346	428	0.20%	224,659	482	0.21%

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 2015			FY 2016		
	Federal New Hires	Total Military Spouse Appointments	%	Federal New Hires	Total Military Spouse Appointments	%
Total Executive Branch Agencies	221,166	1,708	0.77%	229,034	1,469	0.64%
Executive Order Agencies						
Agriculture	19,918	0	0.00%	19,895	5	0.03%
Commerce	7,480	0	0.00%	5,197	4	0.08%
Defense	70,768	1,638	2.31%	72,623	1,367	1.88%
Air Force	13,883	370	2.67%	15,932	358	2.25%
Army	21,163	822	3.88%	22,334	680	3.04%
Navy	22,582	237	1.05%	19,967	149	0.75%
Defense Activities	13,140	209	1.59%	14,390	180	1.25%
Education	383	3	0.78%	410	2	0.49%
Energy	1,120	1	0.09%	1,035	0	0.00%
HHS	8,083	4	0.05%	8,777	4	0.05%
Homeland Security	12,964	10	0.08%	19,681	9	0.05%
HUD	362	0	0.00%	442	1	0.23%
Interior	16,047	3	0.02%	17,843	10	0.06%
Justice	8,073	3	0.04%	9,539	1	0.01%
Labor	1,144	0	0.00%	1,041	1	0.10%
State	1,088	0	0.00%	1,298	0	0.00%
Transportation	3,756	0	0.00%	4,229	2	0.05%
Treasury	5,902	0	0.00%	7,940	1	0.01%
Veterans Affairs	50,347	28	0.06%	47,060	32	0.07%
AID	161	0	0.00%	177	0	0.00%
EPA	852	0	0.00%	1,037	0	0.00%
GSA	618	3	0.49%	940	1	0.11%
NASA	479	0	0.00%	743	0	0.00%
NSF	244	0	0.00%	242	0	0.00%
OPM	438	2	0.46%	537	8	1.49%
NRC*	236	0	0.00%	85	0	0.00%
SSA	5,485	4	0.07%	3,135	15	0.48%
SBA	398	1	0.25%	753	0	0.00%
Total Executive Order Agencies	216,346	1,700	0.79%	224,659	1,463	0.65%

Noncompetitive Appointment of Certain Military Spouses Hiring Authority was effective September 11, 2009 authorized by Executive Order 13473.

*NRC is an excepted Service Agency.

Table 12
New Hire Retention Rates

Executive Order Agencies	FY 2015		FY 2016	
	Non-Veterans	Veterans	Non-Veterans	Veterans
Agriculture	77.85%	66.87%	80.63%	73.81%
Commerce	79.64%	69.86%	78.40%	69.14%
Defense	77.62%	74.25%	78.10%	75.87%
Education	89.47%	79.69%	82.14%	74.42%
Energy	86.70%	81.21%	80.30%	80.78%
HHS	77.47%	68.33%	74.45%	68.84%
Homeland Security	80.82%	76.86%	78.40%	77.87%
HUD	81.00%	76.47%	74.85%	78.46%
Interior	78.30%	71.36%	72.78%	71.17%
Justice	81.86%	76.72%	81.42%	82.59%
Labor	84.35%	69.89%	79.01%	78.95%
State	85.23%	75.38%	84.00%	76.53%
Transportation	82.20%	81.41%	84.16%	80.46%
Treasury	84.98%	72.02%	83.09%	73.35%
Veterans Affairs	80.03%	71.62%	79.61%	70.35%
AID	85.32%	71.11%	79.82%	75.86%
EPA	87.37%	83.87%	82.52%	89.29%
GSA	78.82%	74.78%	79.38%	77.72%
NASA	70.29%	73.20%	91.57%	85.14%
NSF	80.36%	68.42%	69.39%	78.57%
OPM	77.39%	71.71%	65.31%	64.79%
NRC*	86.96%	88.00%	81.90%	76.56%
SSA	80.70%	72.55%	79.94%	74.32%
SBA	83.44%	67.24%	72.34%	75.68%

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 2015		FY 2016	
	Veteran	Not a Veteran	Veteran	Not a Veteran
Male	80.8%	45.7%	80.5%	45.7%
Female	19.2%	54.3%	19.5%	54.3%
Average Age	48.8	46.3	48.9	46.3
White	65.3%	64.3%	64.7%	63.7%
Black	19.8%	16.7%	20.0%	16.9%
Hispanic	8.5%	8.3%	8.7%	8.4%
Asian/Pacific Islander	3.7%	7.4%	3.7%	7.6%
Native American/Alaskan Native	1.0%	2.1%	1.0%	2.0%
Multi-Racial	1.7%	1.2%	1.8%	1.3%
Retired Enlisted Military	20.2%	0.0%	20.3%	0.0%
Retired Military Officers	6.0%	0.0%	6.1%	0.0%
Not Retired Military	73.8%	100.0%	73.6%	100.0%
Veterans' Preference	81.8%	0.0%	82.2%	0.0%
No Veterans' Preference	18.2%	100.0%	17.8%	100.0%
Bachelors degree or higher	40.6%	55.3%	41.6%	55.7%
Length of Service	11.2	13.7	11.1	13.6
Adjusted Basic Pay*	74,327	85,187	75,707	86,746
General Schedule	68.0%	68.9%	67.8%	68.2%
Average GS Grade	10.2	10.5	10.2	10.5
Other Pay Systems	16.2%	24.6%	16.9%	25.3%
Competitive Service	74.9%	67.6%	75.1%	66.9%
Excepted Service	24.9%	31.9%	24.7%	32.6%
SES	0.2%	0.5%	0.2%	0.5%
Supervisors	13.6%	12.3%	13.4%	12.2%
Located Outside DC Metro	90.4%	83.0%	90.1%	82.5%
Located in DC Metro	9.6%	17.0%	9.9%	17.5%
Total On-Board	31.5%	68.5%	31.6%	68.4%

*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
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
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
SSA	Social Security Administration
VEOA	Veterans Employment Opportunity Act of 1998
VRA	Veterans' Recruitment Appointment



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