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Ways to Receive Consideration

Veterans can receive consideration for vacancies in several different ways. There are special hiring authorities for some veterans that allow them to apply directly to the VA. There is another hiring process, which requires veterans and non-veterans to apply through an examining process serviced by the Office of Personnel Management (OPM) or an OPM Delegated Examining Unit (DEU).

Special Hiring Authorities—

Veterans Recruitment Appointment (VRA) Authority

The VRA is a special authority by which agencies can, if they wish, appoint eligible veterans without competition to positions at any grade level through General Schedule (GS) 1 or equivalent. (The promotion potential of the position is not a factor.) VRA appointees are hired under excepted appointments to positions that are otherwise in the competitive service. There is no limitation to the number of VRA appointments an individual may receive, provided the individual is otherwise eligible and qualified.

Eligibility Criteria:

- Those who are eligible:
  - Disabled veterans:
    - Veterans who served in a service-connected disability resulting in a 30 percent or more.
  - Veterans who served in a service-connected disability resulting in a 50 percent or more.
  - Veterans who served in a service-connected disability resulting in a 70 percent or more.
  - Veterans who served in a service-connected disability resulting in a 100 percent rating by the Department of Veterans Affairs (VA) since 1991 or later to include disability determinations from a branch of the Armed Forces at any time, as having a compensable service-connected disability of 30 percent or more.

In addition to meeting the criteria above, eligible veterans must have been separated under honorable conditions (i.e., the individual must have received either an honorable or general discharge).

30 Percent or More Disabled Veterans

An agency may give a noncompetitive temporary appointment of more than 60 days or a term appointment to any veteran:

- Retired from active military service with a disability rating of 30 percent or more.
- Retired by the Department of Veterans Affairs (VA) since 1991 or later to include disability determinations from a branch of the Armed Forces at any time, as having a compensable service-connected disability of 30 percent or more.

There is no grade level limitation for this authority, but the appointee must meet all qualification requirements, including any written test requirement.

Veterans Employment Opportunities Act of 1998 (VEOA)

The Veterans Employment Opportunities Act (VEOA) of 1998 as amended by Section 511 of the Veterans Millennium Health Care Act (Pub. Law 106-117) of November 30, 1999, provides that agencies must allow preference eligibles or eligible veterans to apply for positions announced under merit promotion procedures when the agency is recruiting from outside its own workforce. (Agency, in this context, means the parent agency, i.e., Treasury, not the Internal Revenue Service and the Department of Defense, not Department of the Army.) A VEOA eligible who competes under merit promotion procedures and is selected will be given a career or career conditional appointment. Veterans’ preference is a factor in these appointments.

Competitive Examining Process

When an agency is filling a vacancy through the competitive examining process, they are considering external applicants. To fill a vacancy by examination through an employee examining process, the agency makes a request for list of eligible applicants from the examining office. The examining office must announce the vacancy through USAJOBS. Subsequently, the examining office determines which applicants are qualified, rates and ranks them based on their qualifications, and issues a certificate of eligible candidates to the agency. The eligibles are listed in the certificate in an order starting from the highest to the lowest score.

Since the time of the Civil War, veterans of the Armed Forces have been given some degree of preference in appointments to Federal jobs. Not all veterans are entitled to veterans preference. Congress, recognizing the sacrifice of those serving an active duty during times of war, enacted laws to prevent these veterans from being penalized for their time in military service when seeking Federal employment. These laws provide for a system of veterans preference.

The following link opens an OPM web-page that describes the various types of preference and the eligibility requirements for each type.

http://www.opm.gov/staffingPortal/Vetguide.asp#2

Unlike non-preference eligibles, preference eligibles who are qualified for a position and achieved a passing score have 5 or 10 extra points added to their numerical rating depending on which category of preference they meet. This means the highest possible rating is 110 (a disabled veteran who earns a score of 100 has 10 extra points added).

WHERE CAN I FIND HELP?

The information in this pamphlet are brief summaries, rather than the full text of applicable rules and regulations. Because the Federal rules governing Federal employment are often complex and can be overwhelming to understand, the VA has implemented a practice of having Veterans Employment Coordinators at VA medical centers and health care systems. These coordinators are specifically designated to assist you with navigating the employment process. The names and contact information for the VISN 3 coordinators are provided for you on the back of this pamphlet and can be contacted when you need specific guidance, information, or understanding regarding employment at their specific facility.

The local facility OEF/OIF Program team may also be a source of information, direction, and support as you undertake the Federal employment process. It is highly encouraged and beneficial to contact the local facility team prior to beginning your employment search.