

DEFINITIONS

30% Disabled Veterans:

This includes applicants who are documented as having a 30% or more disability rating from the Department of Veterans Affairs. Applicants must only meet the basic qualification requirements and physical requirements. Once hired, applicants are placed initially into a temporary position and then converted to a career conditional appointment upon recommendation of the Supervisor.

Defense Civilian Intelligence Personnel System (DCIPS):

DCIPS is a Statutory System, authorized by title 10 USC, section 1601, for the Intelligence Community (IC) which includes DoD IC Agencies and the Intelligence Components within the Army, Navy, Air Force, and Marine Corps. There is a Personnel Interchange Agreement that authorizes non-competitive movement of eligible employees between DCIPS and competitive service positions throughout the federal government.

Executive Order 12721:

This includes family members who were hired under overseas local dependent hire authority (E.O. 12721). They have completed 52 weeks of service in selected types of appointments (while accompanying a sponsor officially assigned to an overseas area), received a fully successful or better performance rating, and are reemployed within three years following the date of returning from overseas to the United States. Family members are defined as an unmarried child under 23 or a spouse.

NAF/AAFES:

Applicants must have been serving in a continuing Nonappropriated Fund position for one year or more or have been involuntarily separated from NAF within the preceding year to apply for appropriated fund positions. They may apply for any position. There are special provisions for pay setting, crediting NAF experience, and transferring benefits.

Outstanding Scholar:

Applicants must have college grade point averages of 3.5 or better or must have graduated in the top 10% of their class. This program can only be used for specific series (typically of a professional or administrative nature). This program only allows entry at the GS-05 or GS-07 levels.

People with Disabilities Employment Program:

Applicants are certified as eligible for this program by State vocational rehabilitation agencies or the Department of Veterans Affairs. Applicants must only meet the basic qualification requirements and physical requirements.

Reinstatement eligibles:

This includes former employees who held career or career conditional appointments. Former career employees have lifetime reinstatement rights. Former career conditional employees have reinstatement rights for three years (unless the employee was a veteran, in which case they have lifetime reinstatement rights). Former employees can be noncompetitively placed in positions at grades equal to or lower than previously held. Former employees can also compete along with other candidates for positions at higher grades than they previously held.

Student Educational Employment Program:

There are two components to this program: Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP). Students may be appointed to either program if pursuing any of the following educational programs (part time or full time):

1. High school diploma or general equivalency diploma
2. Vocational/Technical Certificate
3. Associate Degree
4. Baccalaureate Degree
5. Graduate Degree
6. Professional Degree

The SCEP program is formally structured program which requires a written agreement by all parties involved (student, school, and employer) as to nature of the work (related to the student's schooling), continuation in school and successful completion of the program. There is no economic or income criteria. Students in the SCEP program may be converted to a permanent position upon completion of their education and their experience.

The STEP program consists of temporary jobs not to exceed one year that may or may not be related to the schooling. Again there is no economic or income criteria. Students may not be retained beyond graduation.

Transfer eligibles:

This includes employees on a career or career conditional appointment. Applicants can apply for promotions, change to lower grades, or reassignments.

Veterans Employment Opportunities Act of 1998 (VEOA):

This includes veterans who are preference eligible OR separated after 3 or more years of continuous active service performed under honorable conditions. Veterans who were released shortly before completing a 3-year tour are considered to be eligible. ("Active service" defined in title 37, United States Code, means active duty in the uniformed services and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary concerned.) A VEOA eligible competes under merit promotion procedures and is referred if best qualified. The selectee is then given a career or career conditional appointment.

Veterans Readjustment Authority:

This includes applicants who served on active duty between August 5, 1964 and May 7, 1975 and are appointed within 10 years of discharge or served after May 7, 1975 and are appointed within 10 years of discharge. Applicants can apply for vacancies up to the GS-11 level or equivalent. Applicants must only meet the basic qualification requirements and physical requirements. There is no time limit if the applicant has a service connected disability of 30% or more. Applicants hired under this authority are hired for a two-year period in the excepted service. At the end of two years, the employee is converted to the competitive service if you have completed all of the required training, education and experience required and the supervisor recommends conversion.