



## Appointment Eligibilities

**What is Appointment Eligibility?** Your appointment eligibility determines the type of job announcements for which you may apply. The “Who May Apply” section on each announcement defines the type of applicant who is considered to be in the area of consideration for the announcement.

In some instances the areas of consideration may be restricted to applicants from a particular local commuting area. This term is defined as the geographic area surrounding a work site that encompasses the localities where people live and reasonably can be expected to travel back and forth daily to work based on the generally held expectations of the local community.

### Appointment Eligibility Definitions

**Reinstatement:** I was formerly employed as a federal civilian on a permanent competitive appointment, but I am not a current permanent federal employee. Reinstatement allows you to reenter the Federal competitive service workforce without competing with the public. Reinstatement eligibility also enables you to apply for Federal jobs open only to status candidate. Additional information may be found at [OPM Hiring Authorities](#).

**ICTAP:** I am a current or former federal employee displaced from a position in a Non-DoD federal agency (e.g., IRS, VA, Dept. of Labor, etc.) in the same local commuting area of the vacancy. I have a current (or last) performance rating of record of at least fully successful or the equivalent. Applicants eligible under ICTAP are provided priority selection for vacancies within the local commuting area for which you apply and are well qualified. Additional information may be found at [ICTAP](#).

**Individuals with Disabilities:** I have a physical or mental impairment that substantially limits one or more major life activities. You must have a certification statement from a Vocational Rehabilitation Service (state or private), Department of Veterans Affairs, a licensed medical professional (e.g., a Physician or other medical professional duly certified by a State, the District of Columbia, or a U.S. territory, to practice medicine); or any Federal agency, State agency or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits. Additional information may be found at [USAJOBS](#).

**30% or More Disabled Veteran:** I am a disabled veteran rated by the Department of Veterans Affairs (VA) as having a compensable service-connected disability of 30 percent or more; or a disabled veteran who retired from active military service with a disability rating of 30 percent or more; AND my discharge was under conditions other than dishonorable. NOTE: If you respond "yes" to this statement, you must submit a copy of your DD Form 214 documenting final military discharge, release or retirement (your DD Form 214 must reflect the dates of service, character of discharge, and time lost, if any) and an official statement, dated 1991 or later, from the Dept. of Veterans Affairs (VA), or from a branch of the Armed Forces, certifying that you have a service-

connected disability of 30% or more along with your application/resume package. Additional information may be found at [FedHireVets](#).

**Veterans Employment Opportunity Act of 1998, as amended (VEOA):** I am a veteran who served substantially 3 or more years of continuous active duty in the military - OR - is a preference eligible; AND my discharge was performed under honorable conditions. VEOA is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It cannot be used to fill excepted service positions. It allows veterans to apply to announcements that are only open to so called "status" candidates, which means "current competitive service employees. Additional information may be found at [FedHireVets](#).

**Veterans' Recruitment Appointment (VRA):** I am a veteran who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized; or a veteran who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded; or I have separated from active duty within the past 3 years; or I am a disabled veteran AND separated under honorable conditions. VRA is an excepted authority that allows agencies, to appoint eligible veterans. You can be appointed under this authority at any grade level up to and including a GS-11 or equivalent. Additional information may be found at [FedHireVets](#).

**Re-Employed Annuitant:** Reemployed Annuitants: "In accordance with section 9902(h) of title 5, United States Code, annuitants reemployed in the Department of Defense shall receive full annuity and salary upon appointment. They shall not be eligible for retirement contributions, participation in the Thrift Savings Plan, or a supplemental or re-determined annuity for the reemployment period. Discontinued service Retirement annuitants (i.e., retired under section 8336(d) (1) or 8414(b) (1) (A) of title 5, United States Code) appointed to the Department of Defense may elect to be subject to retirement provisions of the new appointment as appropriate. Additional information may be found at [WHS Directives](#) (See DoD Instruction 1400.25, Volume 300).

**Interchange Agreements:** I am currently on a permanent position which is equivalent to at least the (grade of the position) level (or higher) in the federal service; however, I am an employee for a federal agency which has an **Interchange Agreement** with the U.S. Office of Personnel Management, or with a federal agency covered under other special appointing authorities or agreements (e.g., NAF, TSA, U.S. Postal Service, FAA, etc.). An agency may noncompetitively appoint an employee covered by an interchange agreement to a career or career-conditional appointment for which OPM has entered into agreements. More information on agencies covered under Interchange Agreements is at: Additional information may be found at [Competitive Hiring Authorities](#).

- **Non-Appropriated Funds:** A person currently serving on a NAFI or AAFES position without time limitation or have been involuntarily separated from such appointment without personal cause within the preceding year. Must be or have been serving continuously for at least 1 year in a NAFI or AAFES position. May be appointed only to permanent positions based on this authority.

**Military Spouse Non-Competitive Appointment Authority:** I am the spouse of a member of the Armed Forces who has been issued orders for a permanent change of station (PCS) and I am indicated on the PCS orders; and I have been married to the military member on, or prior to the date of my spouse's PCS orders; and I am relocating with my spouse to the new duty location; and I have not been appointed using this authority under these orders. -OR- I am the spouse of a member of the Armed Forces who retired with a disability rating at the time of retirement of 100 percent; or retired or separated from the Armed Forces and have a disability rating of 100 percent from the Dept. of Veterans Affairs. -

OR- I am the un-remarried widow or widower of a member of the Armed Forces killed while in active duty status. (NOTE 1: Spouses are eligible for a noncompetitive appointment under this authority for a maximum of 2 years from the date of: 1) the service member's permanent change of station orders; 2) Documentation verifying the member of the armed forces is 100 percent disabled; or 3) Documentation verifying the member of the armed forces was killed while on active duty. NOTE 2: For current military spouse's this appointment authority is limited to the geographical area of the PCS orders and is limited to one permanent appointment per PCS orders. For spouses of 100 percent disabled veterans or widows/widowers this authority is not limited to a geographical area and there is not a limit to the number of appointments under this authority. This authority allows agencies to appoint a military spouse without competition. Additional information may be found at [FedHireVets](#).

**Executive Order (EO) 12721:** I was employed overseas as an Appropriated Fund employee and am eligible to apply in accordance with EO 12721. NOTE: If you indicate "yes" for this question, you must submit all the required documents as shown in this announcement under "Required Documents," along with your application/resume package. Additional information may be found at [Dept. of State](#).

**Military Spouse Preference:** I am the spouse of an active duty military member (sponsor) of the US Armed Forces who accompanied my military sponsor on a permanent change of station (PCS) move. Military Spouse preference is a Department of Defense program applicable to positions being filled both in the continental United States (registration in PPP is required) and at overseas locations. For more information contact your local Department of Defense personnel office. Additional information may be found at [DLA Military Spouse](#) .

**Family Members:** I am the spouse or unmarried child (including stepchildren, adopted children, and foster children) not more than 23 years of age residing with a US citizen civilian employee (sponsor), who accompanied my civilian sponsor on a permanent change of station (PCS) move.