

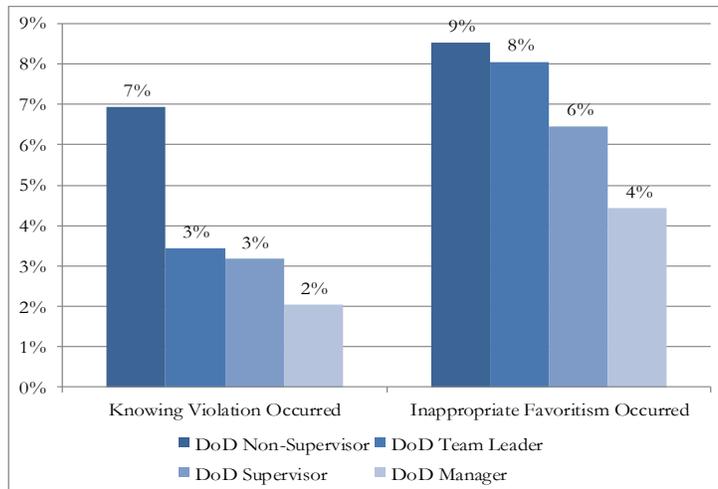


Veteran Hiring in the Civil Service: Practices and Perceptions

Dating to the Civil War, it has been the practice of the Federal Government to provide certain individuals with a preference in hiring based upon military service. However, the laws and regulations regarding the preferences in hiring that can or must be given to veterans and certain family members have become extremely complex. The preferences vary by the specific circumstances of the veterans (or family members) and the hiring authorities being used. These laws and regulations invite misunderstandings, confusion, perceptions of wrongdoing, and possibly actual wrongdoing—whether intentional or inadvertent. Survey data regarding Federal employee perceptions related to the hiring of veterans in the civil service is below.

Percent of agreement with statements from the U.S. Merit Systems Protection Board’s (MSPB’s) 2010 Government-wide survey regarding the treatment of veterans:

An official in my organization has...	Happened	I saw this	Total
...knowingly violated a lawful form of	1.4%	3.1%	4.5%
...inappropriately favored a veteran.	1.5%	5.0%	6.5%

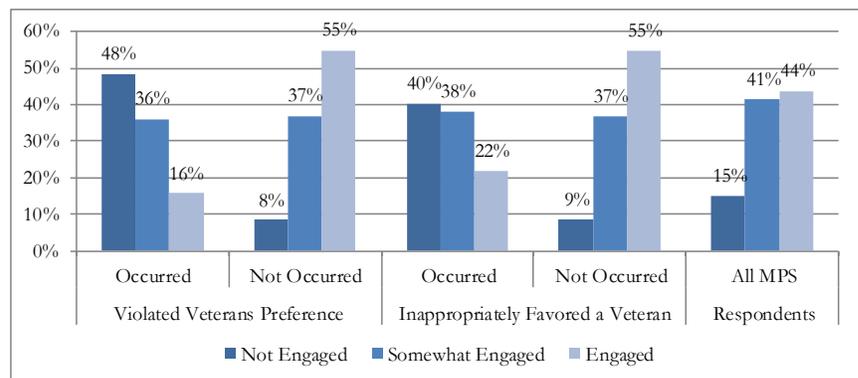


Data from the 2010 survey show that, in the Department of Defense (DoD), perceptions of both favoritism towards veterans and violations of preference rights were higher than the Government-wide average, with 5.3% of DoD employees perceiving violations of preference rights and 8.0% perceiving inappropriate favoritism towards veterans.

However, as shown in the chart to the left, DoD supervisors and managers were twice as likely to perceive inappropriate favoritism towards veterans as they were to perceive a knowing violation of veterans’ preference.

As shown in the chart to the right, according to the 2010 survey, employees who perceived violations of veterans’ preference or inappropriate favoritism towards veterans were much less likely to be engaged.

It is important for agencies to address these perceptions to ensure that: (1) officials act appropriately; and (2) employees can feel more confident that their officials comply with the merit system principles and avoid prohibited personnel practices.



For a copy of the full report, please visit www.mspb.gov/studies