

**Annual Report on Inclusion of Disabled Veteran Leave in Personnel Management System,
August 2020**

Mandate: Section 561 of Public Law (P. L.) 115-254 requires that within one year (by October 2019), and not less frequently than annually thereafter, for the next five years (until October 2023), the FAA Administrator shall publish on a publicly accessible Internet website a report on; (1) the effect of the amendments made by subsections (a) and (b) of section 2 of the FAA's Veteran Transition Improvement Act of 2016 (Public Law 114-242), on the Administration's work force; and (2) the number of disabled veterans benefiting from such subsections.

Response: Under the Wounded Warriors Federal Leave Act of 2015 (Public Law 114-75, November 5, 2015), an employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more from the Veterans Benefits Administration of the Department of Veterans Affairs is entitled to up to 104 hours of Disabled Veteran Leave (DVL) for the purposes of undergoing medical treatment for such disability. At the time the law passed, employees under leave systems that are governed by an independent statutory authority (such as Federal Aviation Administration) were not eligible for this benefit. However, on September 30 of 2016, Congress passed Public Law 114 - 242 - Federal Aviation Administration Veteran Transition Improvement Act of 2016, which required FAA to include Disabled Veteran Leave (DVL) in the FAA personnel management system.

The table below shows the use of the Disabled Veteran Leave for Fiscal Years 2018 and 2019. According to the FAA's Federal Personnel and Payroll System, 770 veterans are eligible to use DVL in 2019, and 162 (nearly 21%) are taking advantage of it. This represents a 60% increase in eligibility, but only a 30% increase in individuals using the benefit as compared to 2018. In 2019, a total of 4,676 hours were used, equaling nearly a 16% increase over 2018. In 2019 each veteran taking advantage of the program used an average of 29 hours with a median usage of 22 hours per person.

Year	Number of Veterans Eligible for DVL	Number of Veterans that Used DVL in each FY	Total Number of Hours Used per FY
2019	770	162	4676
2018	481	125	4038