

FAST TRACK YOUR FEDERAL CAREER WITH  
NAVAL FACILITIES ENGINEERING COMMAND

# "Schedule A" Hiring Authority

For individuals with an intellectual, psychiatric, or severe  
physical disability/condition.

## What is "Schedule A"

Schedule A refers to a special hiring authority that gives Federal agencies a potentially quicker way to hire individuals with disabilities and certain medical conditions.

Applying under "Schedule A" does not guarantee you a job. You must:

- Be qualified for the job for which you are applying (i.e., have the necessary competencies and relevant experience required).
- Provide "proof of a disability" documentation (a letter stating that you have a qualifying disability/medical condition - but it DOES NOT need to disclose what the condition is.)

This letter can be obtained from your doctor, a licensed medical professional, a licensed vocational rehabilitation specialist, or any federal, state, or local agency that issues or provides disability benefits.

**California's Department of Rehabilitation\* provides information, letter templates, and assistance regarding "Schedule A."**

**The San Diego Main Office can be reached at:**

**(619) 767-2100**

**[www.dor.ca.gov](http://www.dor.ca.gov)**



*"I never thought a federal career was possible. I appreciate that NAVFAC seeks out differently-abled individuals to enhance the team. I only wish I knew about 'Schedule A' 10 years ago. I feel my future is more secure knowing I have a pension, amazing benefits, and federal protections."*

**- Michael A.  
NAVFAC Southwest  
Contracting  
Acquisitions Business Line**



\*Neither the Department of the Navy nor any other component of the Department of Defense has approved, endorsed, or authorized this service or activity.\*

**[www.navfac.navy.mil/swcareers](http://www.navfac.navy.mil/swcareers)**

# What Conditions Qualify Me?

**\*\*There are 12 qualifying Targeted Disabilities/Serious Health Conditions and over 20 additional condition categories considered on a case-by-case basis:**

## Qualifying Conditions:

- Developmental Disability
- Traumatic Brain Injury
- Deaf/serious difficulty hearing
- Blind/serious difficulty seeing
- Missing extremities
- Significant mobility impairment
- Partial or complete paralysis
- Epilepsy/other seizure disorders
- Intellectual disability
- Dwarfism
- Significant disfigurement
- Significant Psychiatric Disorder (bipolar disorder, schizophrenia, PTSD, or major depression)

**\*\*Examples listed are not all inclusive. More details are found on the Self-Identification form at:**  
[https://www.opm.gov/forms/pdf\\_fill/sf256.pdf](https://www.opm.gov/forms/pdf_fill/sf256.pdf)

## Case-By-Case Basis

- Speech impairment
- Spinal abnormalities (spina bifida or scoliosis)
- Non-paralytic orthopedic impairments
- HIV Positive/AIDS
- Morbid obesity
- Nervous system disorder (migraine headaches, Parkinson's disease, multiple sclerosis)
- Depression, anxiety disorder, or other psychiatric disorder.
- Blood diseases (sickle cell anemia, hemophilia)
- Diabetes
- Liver disease
- Orthopedic impairments or osteo-arthritis
- Pulmonary or respiratory conditions (tuberculosis, asthma, emphysema)
- Kidney dysfunction
- Cancer (present or past history)
- Learning disability or attention deficit/hyperactivity disorder (ADD/ADHD)
- Gastrointestinal disorders (Crohn's Disease, IBS, colitis, celiac disease, dysphexia)
- Autoimmune disorder
- History of alcoholism or history of drug addiction (but not currently using illegal drugs)
- Endocrine disorder (thyroid dysfunction)
- Cardiovascular or heart disease

***"The 'Schedule A' program has opened federal service doors for me, and NAVFAC has been extremely supportive with adapting my workspace to meet my unique needs."***

**- Danielle G.  
NAVFAC Southwest  
Administrative Officer  
Business Directorate**

