



Guide to Veterans' Preference

FEDERAL • STATE • LOCAL



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SELF-DIRECTED SERVICE TECHNOLOGY

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Up front about Veterans' Preference: what **every** Veteran should know



- You must apply for a position to be considered and have veterans' preference applied
- Your military service must meet qualifying criteria such as active duty during a specific war, or during a campaign or era that has been designated as eligible for veterans' preference
- Receipt of an expeditionary or campaign medal can be qualifying; new campaigns, expeditions, or conflicts are added periodically
- Military retiree under the rank of Major or equivalent (below O4) may be eligible for veterans' preference
- Military retiree at the rank of major, lieutenant commander or higher (O4 and above) must be a disabled veteran to be eligible for veterans' preference (Exception: Reserve component retirees (O4 and above) who will not begin drawing military retired pay until age 60 are not required to be disabled to receive preference)
- Your discharge or release from active duty in the Armed Forces must be under honorable conditions (i.e., an honorable or general discharge)
- If you enlisted in a regular component of the Armed Forces after September 7, 1980, you must have completed a continuous period of active duty of at least 24 months or the full period you were called or ordered to active duty (with minimal exceptions for early discharge or disability)
- If you entered active duty after October 16, 1981, you must have completed a continuous period of active duty of at least 24 months or the full period you were called or ordered to active duty unless you had already satisfied the 24-month continuous active duty requirement (with minimal exceptions for early discharge or disability)
- The "preference points" are added to a passing examination score or rating, after all basic or minimum qualification requirements are met
- If the agency uses "categories" to list qualified applicants — applicants with veterans' preference are listed ahead of other qualified applicants within the same "quality category"
- Veterans' Preference does not guarantee a federal civilian job
- Federal agencies are not required to use any particular appointment process or legal authority to fill an open position. Agencies can fill a position through an internal promotion, transfer, reassignment, or reinstatement of a former Federal employee. In these cases, veterans' preference does not apply

INTRODUCTION

Veterans of the Armed Forces have been given some degree of preference in appointments to Federal jobs since the time of the Civil War. Veterans' Preference in its present form originated in the Veterans' Preference Act of 1944.

Veterans' Preference recognizes economic loss suffered by citizens who served our country in uniform, restores veterans to a favorable competitive position for Federal employment, and acknowledges the larger obligation owed to disabled veterans. President Obama signed Executive Order (EO) 13518 on November 9, 2009, establishing the Veterans Employment Initiative. The EO focused on several themes: (1) the Federal Government must assist veterans in re-entering civilian life and finding employment; (2) veterans possess a wide variety of skills and experience and are motivated by public service; and (3) the Federal Government will help lead by example in promoting veterans' employment.

Eligible veterans can receive preference when competing for federal permanent and temporary positions. The hiring agency's human resource office is responsible for verifying eligibility and assigned the appropriate level of preference.

There are currently three categories of Veterans' Preference, referred to as 0-point (SSP), 5-point (TP), and 10-point preference (CP, CPS, and XP). The letters following each category (e.g., SSP, TP) are a shorthand reference used by agency human resource offices and The Office of Personnel Management (OPM).

PREFERENCE CATEGORIES DEFINED

0-point preference – Sole Survivorship (SSP)

A veterans' preference eligibility category for veterans discharged or released early for "sole survivorship" was created August 29, 2008, by Public Law 100-317.

While this preference gives no additional points, there are benefits:

1. Listed ahead of non-veterans with the same examination score (if examination is used) or
2. Listed ahead of non-veterans in the same quality category (if categories are used)
3. Entitled to the same "pass over" rights as other veterans. Generally, this means an agency cannot "skip over" the qualified veteran and choose another candidate. Exceptions are governed by law (5 USC 3318)
4. Entitled to credit military experience to meet the qualification requirements of the Federal job applied for

Sole survivorship is defined as when the veteran is the only surviving child in a family in which

The father or mother or sibling(s):

- Served in the Armed Forces, and

Total On-Board Federal Employees — Veterans with Preference



Other federal agencies

Agency	Total Employees	Vets w/Preference	%	Agency	Total Employees	Vets w/Preference	%
Agriculture	95,917	10,519	11.0%	Treasury	92,619	8,629	9.3%
Commerce	45,380	4,633	10.2%	AID	1,698	235	13.8%
Defense Activities	108,575	32,568	30.0%	EPA	15,852	1,068	6.7%
Education	4,195	369	8.8%	GSA	11,501	2,088	18.2%
Energy	14,992	2,879	19.2%	NASA	17,691	1,555	8.8%
Health & Human Services	84,588	5,714	6.8%	NSF	1,425	92	6.5%
HUD	8,444	1,142	13.5%	OPM	4,977	1,025	20.6%
Interior	69,955	10,203	14.6%	NRC	3,871	652	16.8%
Justice	113,240	21,751	19.2%	SSA	64,684	8,181	12.6%
Labor	15,940	3,093	19.4%	SBA	4,549	677	14.9%
State	12,694	2,195	17.3%	Total Agencies	1,946,017	511,343	26.3%

SOURCE: Employment of Veterans in the Federal Executive Branch, Fiscal Year 2014, Office of Personnel Management, October 2015

- Was killed or died as a result of wounds, accident or disease or
- Is in a captured or missing in action (MIA) status, or
- is permanently 100-percent disabled (and is not gainfully employed because of the disability) or
- is hospitalized on a continuing basis (and is not gainfully employed because of the hospitalization), where
 - the death, status, or disability was not the result of:
 - intentional misconduct
 - willful neglect
 - was not incurred during a period of unauthorized absence (AWOL)

5-point preference – Based on Active Duty Service (TP)

There are 6 periods of active duty service that qualify for 5-point veterans' preference. For the first three periods of service described below, you must have served on active duty and discharged or released under honorable conditions. For these three periods of service, active duty includes active duty for training, for determining physical fitness, and service in the Reserves or National Guard:

1. active duty service during a war (WWII is the last recognized war for veterans' preference); or
2. active duty service in a campaign or expedition for which a campaign medal has been authorized, or
3. active duty service during the period April 28, 1952, through July 1, 1955;

For the last 3 periods of active duty service described below, you may be required to satisfy additional requirements in order to be granted veterans' preference. As above, you must have served on active duty and been discharged or released under honorable conditions. For these periods of service, active duty does not include active duty for training, determining physical fitness, and service in the Reserves or National Guard. FR 73 64179 dated October 29, 2008; 5 CFR 211.102 (a) (4), (5), (6)

Depending upon when you enlisted or entered active duty, you have the additional requirement of 24 months continuous active duty service or the full period of time called/ordered to active duty:

- If enlisted in regular component [not Guard/Reserve] after September 7, 1980, or
 - Entered active duty on or after October 14, 1982, and:
 - Had not previously completed 24 months active duty or
 - as discharged from active duty early under 10 USC 1171 or 10 USC 1173
4. active duty service of more than 180 consecutive days (other than for training), any part of which occurred after January 31, 1955, and before October 15, 1976, or
 5. active duty service during the Gulf War from August 2, 1990, through January 2, 1992; or
 6. active duty service for more than 180 consecutive days (other than for training), any part of which occurred during the period September 11, 2001, and August 31, 2010

According to 38 USC 5303A, the “24 months of continuous active duty or the full period for which such person was called or ordered to active duty” requirement does not apply if the:

- Veteran was discharged or released from active duty under 10 USC 1171 or 10 USC 1173
- Veteran was discharged or released from active duty for a disability incurred or aggravated in the line of duty
- Veteran has a compensable service-connected disability under 38 USC Chapter 11

10-point preference – based on disability (veteran) or derived preference (family member) (CP, CPS, XP)

The 10-point preference category is sub-divided into three areas according to the level of the veteran’s disability (CP, CPS, XP). This subdivision is essentially for tracking purposes for the hiring agency and OPM; a maximum of 10-points are awarded in veterans’ preference. The 24-month active duty service requirement “does not apply to individuals seeking 10-point veterans’ preference on the basis of a service-connected disability.” (72 FR 12031, March 15, 2007)

The final area in this category is referred to as “derived preference” (also XP), which can be claimed by an eligible family member. Derived preference is based on the military service of a veteran who is not able to use the preference due to disability or death. Both the veteran’s military service and the family member must meet all requirements. Derived preference may be granted to the spouse or widow/widower and parent on the basis on the same veteran’s service, provided all requirements are met. However, neither the spouse nor the parent is granted preference if the veteran is living and is qualified for Federal employment.

10-point preference (CP): Veteran has a compensable service-connected disability rating of at least 10 percent but less than 30 percent.

10-point preference (CPS): Veteran has a compensable service-connected disability rating of 30 percent or more.

10-point preference (XP): Veteran who:

- received a Purple Heart, or
- Has a non-compensable service-connected disability, or
- receives disability compensation from the military or the Department of Veterans Affairs (VA), or
- receives disability retirement benefits from the military or the VA, or
- receives a disability pension from the military or the VA

10-point preference (derived – family member) (XP)

For derived preference, both the veteran and the family member must meet all requirements to be granted preference.

Spouse of disabled veteran

Spouse: Must be currently married to the veteran

Veteran:

- Active duty service under honorable conditions
- The disabled veteran must be disqualified for a Federal position or in the government of the District of Columbia [along the general lines of his/her usual occupation] because of a service-connected disability.

The veteran's disqualification is presumed if he/she is unemployed and

- Is rated 100% disabled and/or unemployable by the military or the VA, or
- Retired, separated, or resigned from a civil service position on the basis of a disability that is service-connected in origin, or
- Failed to qualify for any appointment in the civil service or in the government of the District of Columbia [along the lines of his/her usual occupation] because of a service-connected disability.

Any other circumstances must be carefully analyzed by the agency human resource office to determine if preference should be allowed.

Note: "...[along the lines of his/her usual occupation]..." are words included in the Veterans Guide but do not appear in 5 USC 2108 (3)(E), which provides the definition of "preference eligible."

Widow/Widower of deceased veteran

The widow/widower:

- Must not have been divorced from the veteran
- Must not have remarried
- If remarried, the remarriage was annulled

The veteran:

- Served during a war (last recognized war is WWII for preference purposes), or
- Served during the period April 28, 1952, through July 1, 1955, or
- Served in a campaign or expedition for which a campaign medal has been authorized, or
- Died while on active duty that included the above periods of service; under conditions that would have been the basis of an honorable or general discharge

Parent of a disabled veteran

The parent:

- Spouse of the parent is totally and permanently disabled; or
- The parent is unmarried, or, if married, is legally separated from his or her spouse at the time preference is claimed

The veteran:

- Was separated with an honorable or general discharge from active duty (including training service in the Reserves or National Guard), and
- Is permanently and totally disabled from a service-connected injury or illness

Parent of deceased veteran

The parent:

- Spouse of the parent is totally and permanently disabled; or
- The parent is unmarried, or, if married, is legally separated from his or her spouse at the time preference is claimed

The veteran:

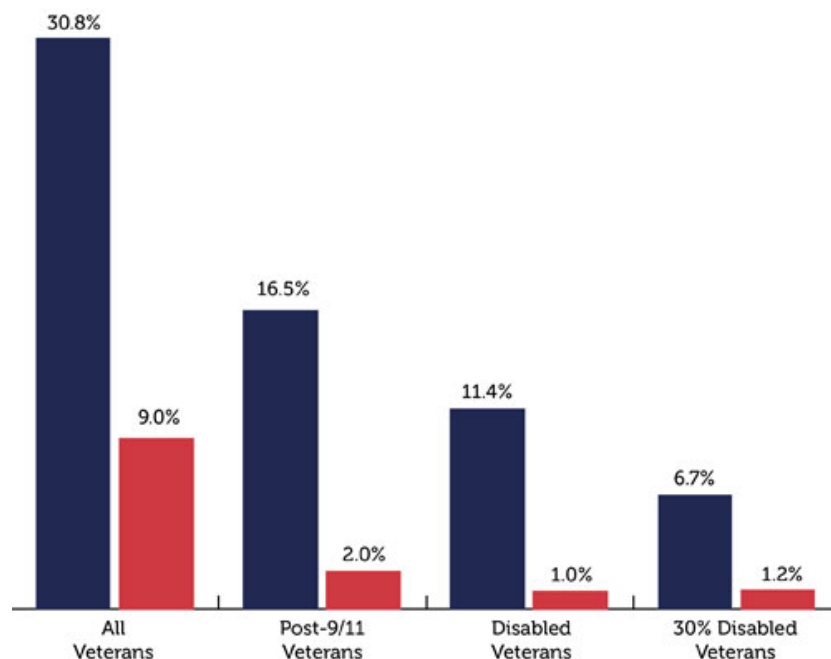
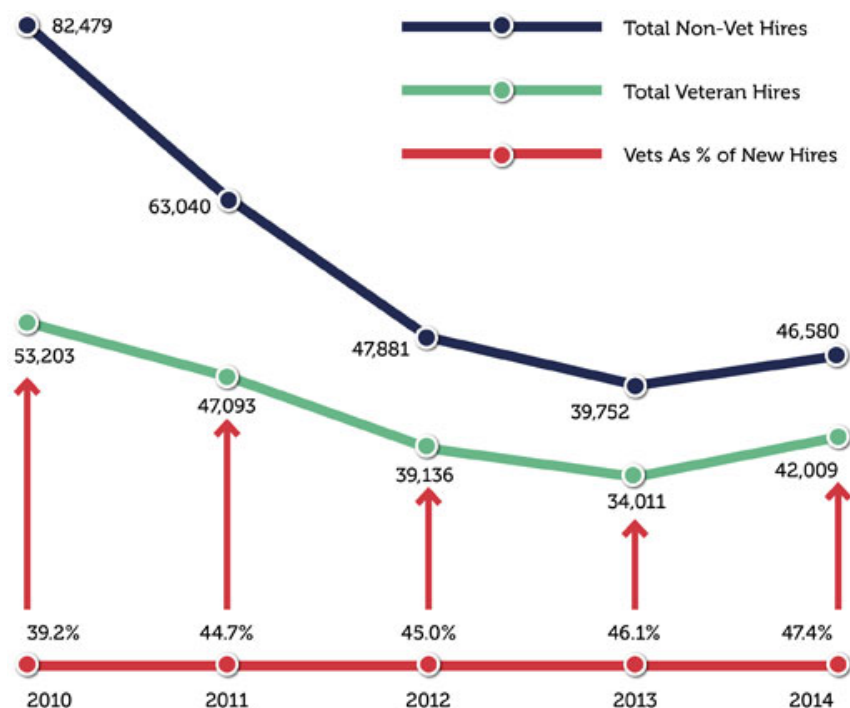
- Died under honorable conditions while on active duty:
 - During a war (last recognized war is WWII for preference purposes), or
 - During the period April 28, 1952, through July 1, 1955, or
 - In a campaign or expedition for which a campaign medal has been authorized

References: 5 USC 2108, 5 USC 3309, 38 USC 5303A

Public Law 114-62, effective October 7, 2015 – “Gold Star Fathers Act of 2015” amended 5 USC 2108(3) by striking and replacing paragraphs (F) and (G). Preference may now be granted for mothers and fathers of disabled or deceased veterans as long as all eligibility requirements are met. The effective date of this amendment is 90 days after the date of enactment of the Act (January 7, 2016).

The roles of the Department of Defense (DoD) and the Department of Veterans Affairs (VA)

DoD determines whether a service member is unfit to continue military service based on a disability caused by injury, illness, or disease. There are circumstances in which a service-connected disability has been identified but the military does not grant a disability retirement. In these cases, the VA determines the level or percentage of disability and whether the condition or disability is compensable.



Disability Ratings – DoD v. VA

DoD only rates medical conditions that result in the service-member being determined unfit for continued military service. The VA rates the service-member/veteran for all conditions incurred in or aggravated by military service. For this reason, it is not uncommon for the veteran to receive a higher disability rating from the VA than the DoD combined disability rating.

Service-members who receive a DoD disability rating of 30 percent or greater are either placed on the Temporary Disability Retirement List (TDRL) or the Permanent Disability Retired List (PDRL).

The Temporary Disability Retirement List (TDRL) is a list of service members found to be unfit for performance of military duty by reason of physical disability which may be permanent, but which has not sufficiently stabilized to permit an accurate assessment of a permanent degree of disability.

A disability shall be considered unstable when the preponderance of medical evidence establishes that accepted medical principles indicate the severity of the condition will change within the next five years so as to result in an increase or decrease of the disability rating percentage or a finding of Physically Fit to Return to Active Duty.”

Many conditions qualify for TDRL. Conditions the board typically considers unstable are Migraines, Asthma, Back and Neck Conditions, Nerve Damage, and Mental Disorders.

Service-members may remain on the TDRL for up to five years. (Title 10, United States Code, Chapter 61 – Retirement or Separation for Physical Disability (sections 1201-1222)

Stay or Go - Medical Separation v. Retirement

Service members are:

- Retired for permanent disability (if the disability is rated 30% or more with less than 20 years of service);
- Retired for permanent disability (without regard to the percentage of disability if more than 20 years of service);
- Separated with severance pay (if disability is rated less than 30% with less than 20 years of service); or
- Found physically fit for return to active duty.

Supporting Documentation (Proof documents)

The agency human resource office must verify military service and claimed veterans' preference prior to the start date of the position. In all cases, separation document(s) must be submitted. The DD214 “Certificate of Release or Discharge from Active Duty” is the most common separation document.

Depending on the version date of the DD214, required information may be shown in different blocks. For example, the character of service is shown on one version of the DD214 in Block 12a; on another version, the character of service is shown in Block 24. When the character of service is shown on the bottom of the form, as on more recent versions of the DD214 form, the “long form” is required (generally Member Copy 2 or 4). Campaign medals or badges may be listed in Block 13 with other awards, decorations or ribbons, or may appear in Block 18 “Remarks”.

Other documents accepted for proof of service include retirement or separation orders, documentation showing transfer to the Reserve Corps, a certification of anticipated discharge that is less than 120 days after the certification was signed, or an official statement from a military personnel records center.

Regardless of the type of separation document submitted, the same information is needed so the human resource office can correctly assess eligibility for veteran preference:

- Date of entry
- Date of separation
- Net service (for a period of active duty claimed)
- Total prior active service
- Component (Active, Reserve, National Guard)
- Character of service
- Discharge authority
- Narrative reason for discharge
- Campaign or Expeditionary Medal(s) awarded


**Additional documentation in support of 10-point preference
– based on disability (veteran) or derived preference (family member)**

For the Veteran

If claiming veterans’ preference based on a disability, the Standard Form 15 (SF15) Application for 10-point Veterans’ Preference and supporting documents should accompany the résumé or application.

- **Supporting document for Non-Compensable Service-Connected Disability (less than 10%):** An official statement dated 1991 or later from the Armed Forces or the Department of Veterans Affairs certifying the disability. Refer to Page 2 of the SF15 for examples.
- **Supporting document for receipt of Purple Heart:** An official citation, document or discharge certificate showing the award of the Purple Heart. Refer to Page 2 of the SF15 for examples.
- **Supporting document for Non Service-Connected Disability Pension:** An official statement dated 1991 or later from the Department of Veterans’ Affairs certifying receipt of a nonservice-connected disability pension. Refer to Page 2 of the SF15 for examples.
- **Supporting document for Compensable Service-Connected Disability (10% or more):** An official document dated 1991 or later from the Department of Veterans’ Affairs, or from the Armed Forces certifying the disability, disability retirement, or transfer to a Disability Retirement List for a service-connected disability of 10% or more. Refer to Page 2 of the SF15 for examples.

Here is an example of a letter from the Department of Veterans Affairs that documents service-connected disability compensation and the percentage disability granted. In cases of multiple diagnoses for which service connected has been granted, a combined disability rating will be shown.



DEPARTMENT OF VETERANS AFFAIRS
Regional Office
(1-800-827-1000)
3810 Rio San Diego Drive
San Diego CA 92108

In Reply Refer To:

Dear Veteran,

We made a decision on your claim for service connected compensation.

This letter tells you about your entitlement amount and payment start date and what we decided. It includes a copy of our rating decision that gives the evidence used and reasons for our decision. We have also included information about additional benefits, what to do if you disagree with our decision, and who to contact if you have questions or need assistance.

Your Award Amount and Payment Start Date

Your monthly entitlement amount is shown below:

Monthly Entitlement Amount	Payment Start Date	Reason For Change
	Jan 1, 2013	Original Award
	Jan 1, 2013	40% Disability - PTSD

You Can Expect Payment

Your payment begins the first day of the month following your effective date. You will receive a payment covering the initial amount due under this award, minus any withholdings. Thereafter, payment will be made at the beginning of each month for the prior month. For example, benefits due for May are paid on or about June 1.

Additional Documentation For the Family Member

The Standard Form 15 (SF-15) is also used by applicants to claim derived veterans' preference, including a veteran's spouse, widow/widower, or mother. Supporting documents should be submitted with the SF-15 when claiming the derived or "family member" preference. Page 2 of the SF-15 lists acceptable documents and examples of documents that provide the required information.

Spouse of disabled veteran

- Documentation of Compensable Service-Connected Disability (10% or more)
- Documentation for veteran's inability to work because of a service-connected disability
(Answer the seven questions on the bottom of Page 2 of the SF-15)

Widow/Widower of deceased veteran

- Documentation of the veteran's service and separation
- Documentation of veteran's death
- Documentation of veteran's service or death:
 - During a war
 - During the period of April 28, 1952 through July 1, 1955
 - During a campaign or expedition for which a campaign badge [medal] is authorized
- Documentation of annulment of remarriage by widow/widower of veteran (if applicable)

Parent of a disabled veteran

- Documentation of Compensable Service-Connected Disability (10% or more)
- Documentation of spouse's total and permanent disability
- Documentation for Veteran's inability to work because of a service-connected disability
(Answer the seven questions on the bottom of Page 2 of the SF-15)

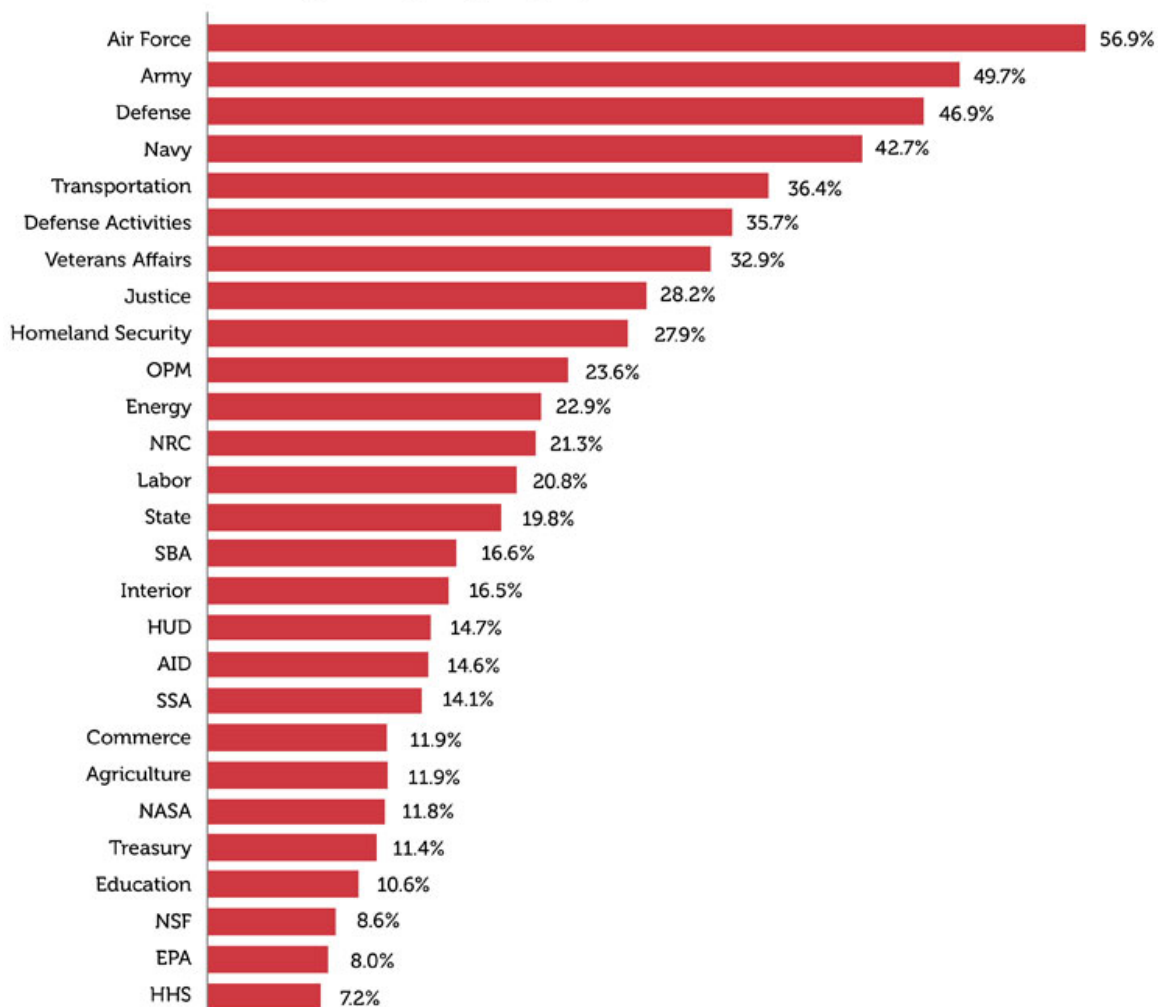
Parent of a deceased veteran

- Documentation of the veteran's service and separation
- Documentation of veteran's death
- Documentation of veteran's service or death:
 - During a war
 - During the period of April 28, 1952 through July 1, 1955
 - During a campaign or expedition for which a campaign badge [medal] is authorized
- Documentation of spouse's total and permanent disability

Who has access to your information? — Privacy Act Statement for the SF15

The Veterans' Preference Act of 1944 authorizes the collection of this [your] information. The information will be used, along with any accompanying documentation to determine whether you are entitled to 10-point veterans' preference. This information may be disclosed to: (1) the Department of Veteran Affairs, or the appropriate branch of the Armed Forces to verify your claim; (2) a court, or a Federal, State, or local agency for checking on law violations or for other related authorized purposes; (3) a Federal, State, or local government agency, if you are participating in a special employment assistance program; or (4) other Federal, State, or local government agencies, congressional offices, and international organizations for purposes of employment consideration, e.g., if you are on an Office of Personnel Management or other list of eligibles. Failure to provide any part of the information may result in a ruling that you are not eligible for 10-point veterans' preference.

Veterans As A Percentage of Agency Employees, FY2014



Veterans' Preference Beyond the Federal Government

When you hear “veterans’ preference” you may think it is only a benefit provided by the federal government, but it is so much more. Many city, county, and state governments also provide veterans’ preference of five to fifteen points toward a veteran’s job application process. Here are a few examples:

S T A T E S

In **Washington State**, laws have been enacted to afford preference to eligible veterans. Preference is a percentage added to the passing examination score for honorably discharged veterans and disabled veterans.

- **10 percent** (*Veteran*)
 - Must have served during a period of war or in an armed conflict
 - Does not receive military retirement
 - The percentage is added to passing mark, grade, or rating of competitive examinations until the veteran’s first appointment
- **5 percent** (*Veteran*)
 - Did not serve during a period of war or in an armed conflict
 - Receives military retirement
 - The percentage is added to passing mark, grade, or rating of competitive examinations until the veteran’s first appointment
- **5 percent** (*Veteran*)
 - Called to active while employed with the state or any of its political subdivisions or municipal corporations
 - Added to the promotional examination until the first promotion only
- Under certain conditions, the surviving spouse or surviving domestic partner may also be eligible for preference

More information can be found at <http://careers.wa.gov/veteranspreferences.html>

In **North Dakota**, eligible veterans are entitled to preference over all other applicants in recruitment and selection processes by government agencies.

- Must be a U.S. citizen at the time of employment
- Resident of North Dakota
- Must meet minimum qualifications of the job applied for
- Must qualify as a veteran and a war time veteran or be awarded a campaign or expeditionary medal
- Under certain conditions, the spouse of a 100% disabled veteran or a deceased veteran may be eligible for preference

Of note: North Dakota’s definition of “war time veteran” is different than the federal definition of “war”. North Dakota recognizes WWII, Korea, Vietnam, Gulf War, and beginning on September 11, 2001, including OIF/OEF. The federal definition of “war” includes (and stops at) WWII.

Information and the entire list of eligibility requirements for preference in North Dakota can be found at <http://www.nd.gov/veterans/benefits/veterans-preference-state>

Florida self-reports it is the most veteran-friendly state in the nation, with over 1.6 million veterans. In Florida, veterans' preference applies in appointment, retention, and promotion to eligible veterans and spouses.

- Must be a Florida resident
- Veteran with a compensable VA service-connected disability
- Service with one day on active duty during a wartime period and honorably discharged
- A veteran who served in a qualifying campaign or expedition for which a campaign badge has been authorized (including the GWOT-E), and was honorably discharged
- Spouse of a veteran with a permanent and total service-connected disability
- Unremarried widow/widower of a veteran who died as a result of a service-connected disability

More information can be found in the Florida Veterans' Benefits Guide, published by the Florida Department of Veterans' Affairs, 2016 or at <http://floridavets.org/resources/va-benefits-guide/>

In **Iowa**, veterans who are citizens and residents of the United States shall have five percentage points added to the veteran's grade or score attained in qualifying examinations for appointment to positions. Five additional percentage points are added to the grade or score if the veteran has a service-connected disability or is receiving compensation, disability benefits, or pension under laws administered by the United States Department of Veterans Affairs. Exclusions include promotions and appointments of chief of the police department and chief of the fire department.

An honorably discharged veteran who has been awarded the Purple Heart incurred in action shall be considered to have a service-connected disability. However, the percentage points shall be given only upon passing the exam and shall not be the determining factor in passing. Veterans' Preference percentage points shall be applied once to the final scores used to rank applicants for interview selection.

The state of Iowa generally defines an eligible veteran as a person who:

- served on active duty for a period of more than 180 days and was discharged or released with other than a dishonorable discharge;
- was discharged or released from active duty because of a service connected disability; or
- as a member of a reserve component under an order to active duty, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge.
- A veteran is not required to be a resident of the state

Iowa recognizes an expansive range of locations and/or dates of service for the purpose of veterans' preference ranging from WWI (1917 to 1918 to the Persian Gulf Conflict (1990 to cessation of hostilities declaration) – thirteen instances in total. In addition, Iowa provides seven scenarios under which a per-

son can qualify as a “veteran”. To find out more, visit <https://www.iowaworkforcedevelopment.gov/veteran-employment-services>

C O U N T I E S

It is not uncommon to find counties offering veteran’s preference. For some, it is a function of state law. Some counties go above and beyond the requirements.

When making initial appointments to county service in **Fairfax County, Va.**, appointing authorities take into consideration or give preference to an applicant’s status as a honorably discharged veteran of the Armed Forces of the United States, provided that the veteran meets all of the knowledge, skills, and eligibility requirements of the job. Additional consideration is given to veterans for whom the United States Department of Veterans Affairs (VA) has granted service-connection for a disability. For more information, visit <http://www.fairfaxcounty.gov/hr/veterans.htm>

The Office of Human Resources for **Montgomery County, Md.**, details the hiring preference and priority consideration for an initial appointment to a County position at <https://www.montgomerycountymd.gov/HR/Recruitment/VetPreference.html>. Priority consideration is given to a veteran with a disability. Equal preference is given for a veteran without a disability and for a person with a disability. The requirements for a veteran with a disability include:

- Must be rated and placed in the highest rating category on the eligible list
- Must be a veteran rated by the VA with a compensable service-connected disability of 30% or more
- Must have been honorably discharged and
- Must not have used veteran’s credit to receive priority consideration for appointment to a Montgomery County position

On the west coast, **Monterey County, Calif.**, offers limited veterans’ preference:

- Applicants must apply within 5 years after separation from active duty
- Military retirees eligible for retirement are not eligible for veterans’ preference points with the exception of disabled veterans.
- Veterans’ preference is available for open, entry level positions

Review the eligibility requirements and human resource policy at <http://www.co.monterey.ca.us/personnel/Documents.html>

C I T I E S

Visit <http://veterans.portal.texas.gov/en/Pages/employment.aspx> for a list of cities and available jobs in **Texas**. A search conducted in June 2016 revealed more than 2,800 jobs in both Houston and Dallas, almost 1,800 jobs in both Austin and San Antonio, over 400 jobs in El Paso, and over 60 jobs in Killeen. In Austin, the Veterans’ Preference in Hiring Initiative requires 20% of qualified job candidates interviewed be veterans. The Human Resources Department provides a standardized method by which veterans who do not currently work for the City of Austin may receive special consideration in the inter-

view process. Review the 66-page City of Austin Veterans Program Initiative Welcome Home Veterans' Resources Directory at http://www.austintexas.gov/sites/default/files/files/WELCOME_HOME.pdf

Interested in working in **Denver, Colo.**? Colorado law allows 5 points be added to a passing score of eligible war time veterans separated under honorable conditions. Unremarried widows of veterans may also receive the 5 point preference. Eligible veterans receiving disability retirement benefits may receive 10 points.

- served on active duty for more than 180 days or
- was discharged or released, other than dishonorable discharge, or
- was released or discharged because of a service connected disability
- Those who were medically discharged, or
 - are a member of a Guard or Reserve unit called to "active duty" during any length or period of war or campaign for which a campaign ribbon was awarded are also eligible

Denver Career Services provides a list of qualifying service dates. Information can be found at <https://www.denvergov.org/content/denvergov/en/denver-office-of-economic-development/jobs-employers/for-veterans.html>.

Like the heat? In **Miami**, veterans' preference is awarded in the initial hiring, promotion and retention of veterans. There are six eligibility categories of veterans' preference in addition to the requirement of being a resident of Florida.

- Veterans' preference is not absolute
- Preference is available at each state of the hiring process
- Eligible non-disabled veterans can receive 5 points on a scale of 100
- Eligible disabled veterans can receive 10 points on a scale of 100
- With all other factors being equal, priority to veterans would be given in the following order:
 - Disabled veteran with service-connected disability of 30% or more
 - Disabled veteran with service-connected disability of less than 30%
 - Non-disabled veteran
 - Non-Veteran

The categories of veterans' preference and eligibility requirements can be found at http://www.miamigov.com/employeeel/pages/select_records/Veterans.asp

If you are a veteran interested in a career in government service, consider working in city, county or state government. Public service at the local level may be equally as satisfying as working for the federal government. While only a few are highlighted, many local governments honor the service and sacrifices of veterans by granting veterans' preference in the hiring process. If you are interested in a position and want to use veterans' preference, research the rules-of-the-road. It is as easy as opening a search engine and typing in your desired city, county or state name followed by "veterans' preference."



VetsHQ provides veterans with intelligence and technology to power their post-military life.

Our mission: Helping ensure America's commitments to veterans and their families are honored.

If you've got 10 minutes you can get an instant read on all of the benefits you may qualify to receive.

**EMPOWERING VETERANS
WITH SELF-DIRECTED SERVICE
TECHNOLOGY.**

Contact: VetsHQhelpdesk@vetshq.com