

CURRY SWCD VETERAN'S PREFERENCES WHEN HIRING

Selection criteria and procedures will be based solely on job-related knowledge, skills, abilities, experience, education, training, and, when appropriate, prior demonstrated performance, aptitude, and character. The District Manager shall design selection criteria based on the classification specifications and job requirements. Based on the results of the selection process, which may include review by Board-appointed committee, applicants will be selected by District Manager for an employment interview.

There are four ways to qualify as an eligible veteran:

- Must have served on active duty with the US Armed Forces for a period of more than 178 consecutive days and have been discharged under honorable conditions; or
- Must have served on active duty with the US Armed Forces for 178 days or less and have been discharged under honorable conditions because of a service-connected disability (disabled veteran); or
- Must have served on active duty in the US Armed Forces for at least one day in a combat zone and have been discharged under honorable conditions; or
- Must have received a qualifying military decoration for service in the US Armed Forces.

At each stage of the application process five preference points will be added to an eligible veteran's score and ten preference points to a disabled veteran's score. These point preferences will be added every time an eligible veteran or disabled veteran applies for a position based on the results of a merit-based, competitive process even if they are already an employee of the District.

Preference points will be granted as follows:

- For an initial application screening used to develop a list of persons for interviews, five preference points will be added to a veteran's score and 10 preference points to a disabled veteran's score.
- For an application examination given after the initial screening that results in a score, preference points will be added to the combined examination score without allocating the points to any single feature of the examination. Five preference points will be added to a veteran's score and 10 preference points to a disabled veteran's score.
- For an application examination that consists of an interview, an evaluation of the veteran's performance, experience or training, a supervisor's rating or any other method of ranking an applicant that does not result in a score, preference among equally qualified applicants will be given to the veteran or disabled veteran.