

## **VETERANS' PREFERENCE**

### **Number 4.3**

**Effective Date:** November 1, 2015

**Supersedes:** Policy 4.3, dated October 1, 1999

**Subject:** VETERANS' PREFERENCE

**Applicable To:** Applicants for employment with the Executive Branch of the State of Vermont.

**Issued By:** Department of Human Resources

**Approved By:** Justin Johnson, Secretary of Administration

### **PURPOSE AND POLICY STATEMENT**

Veterans' preference is the special consideration given to Veterans or to certain members of their family in accordance with 3 VSA §310(f) and 20 VSA §1543.

### **DEFINITIONS**

**Veteran:** For the purposes of this policy a Veteran is a person who has served on active duty with any branch of the U.S. Armed forces for at least 90 days, and received an honorable discharge upon termination of that service.

**Disabled Veteran:** A Veteran who the Veteran's Administration (VA) has determined has a service-connected disability, or who is receiving compensation, or disability retirement benefits, by reason of public laws administered by the VA or the Department of Defense.

### **TYPES OF PREFERENCE**

Veterans who are not currently State employees who apply for and meet the requirements for any job opening that is open to external applicants which is conducted using a point-based examination (screening criteria) will receive additional points on their scores as follows:

- All Veterans: five (5) points.
- Totally or partially Disabled Veterans: ten (10) points.
- Spouses of totally Disabled Veterans: ten (10) points.
- Unmarried widows or widowers of deceased Veterans: ten (10) points.

Veterans who are not current State employees may apply for job openings being recruited as State promotional only.

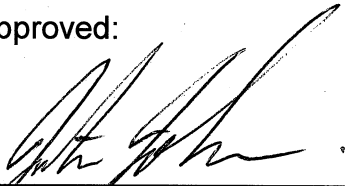
**PROCEDURE**

Veterans' preference points can be used only for initial employment with the State of Vermont.

Veterans' preference points are added only to passing scores. The applicable points are added to the score and a notation that the candidate is a Veteran is included with the routed candidate list forwarded to the hiring manager. When evaluating candidates for interview selection, consideration should be given to the total points assigned to each candidate.

Veteran status does not confer the right to a mandatory interview.

Approved:



Justin Johnson  
Secretary of Administration

11/3/2015

Date