

## VETERAN'S PREFERENCE

### ELIGIBILITY: INDIVIDUALS ENTITLED TO VETERAN'S PREFERENCE CONSIDERATION IN INTERVIEWING AND EMPLOYMENT

"Veteran" means a person who:

- Has served in:
  - o the army, navy, air force, coast guard, or marine corps of the United States or the United States Health Service un 42 U.S.C. Section 201 et seq., as amended;
  - o the Texas military forces as defined by Section 437.001; or
  - o an auxiliary service of one of those branches of the armed forces; and
- Has an honorable discharge from the branch of the service in which the person served.

### INTERVIEWING:

When first interviews are being conducted – with no restrictions or designations as to how the first interview is conducted, i.e. phone, SKYPE or in-person:

- If there is at least one qualified (met system qualifications) applicant in the pool who has designated a Veteran's Preference:
  - o If six or fewer applicants are interviewed, then at least one applicant with Veteran's Preference designation must be included in the interviews
  - o If more than six applicants are interviewed, 20% applicants with Veteran's Preference designation must be included in the interviews (if there are multiple Veteran's Preference designated applicants)
- If there are no qualified applicants with Veteran's Preference designation in the pool, there is no requirement to interview applicants with Veteran's Preference

# of Individuals Selected for Interview	Minimum # of individuals to interview with Veteran's Preference (required)
1 – 6	1
7	1 (20% of 7 = 1.4, round down to 1)
8	2 (20% of 8 = 1.6, round up to 2)
9	2
10	2

### HIRING:

Veteran's Preference means if two applicants are finalists for a position, and equal in all respects, the applicant with the Veteran's Preference would be offered the job. The Veteran's Preference priority is the following order:

1. A veteran with a disability;
2. A veteran;
3. A veteran's surviving spouse who has not remarried; and
4. An orphan of a veteran if the veteran was killed while on active duty