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

<table>
<thead>
<tr>
<th># of Individuals Selected for Interview</th>
<th>Minimum # of individuals to interview with Veteran’s Preference (required)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 – 6</td>
<td>1</td>
</tr>
<tr>
<td>7</td>
<td>1 (20% of 7 = 1.4, round down to 1)</td>
</tr>
<tr>
<td>8</td>
<td>2 (20% of 8 = 1.6, round up to 2)</td>
</tr>
<tr>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>10</td>
<td>2</td>
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</tbody>
</table>

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

Source: Texas Government Code, Chapter 657, Veteran’s Employment Preferences