

## **TYPES OF PREFERENCE:**

### **5-Point Preference**

Five points are added to the passing examination score of a veteran who served:

- During the period December 7, 1941, to July 1, 1955; or
- For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976; or
- For more than 180 consecutive days, any part of which occurred during the period beginning September 11, 2001, and ending on the date prescribed by Presidential proclamation or by law as the last day of Operation Iraqi Freedom; or
- During the Gulf War from August 2, 1990 through January 2, 1992; or
- In a campaign or expedition for which a campaign medal has been authorized, including El Salvador, Grenada, Haiti, Lebanon, Panama, Somalia, Southwest Asia, Bosnia, and the Global War on Terrorism.

Medal holders and Gulf War veterans who enlisted after September 7, 1980, or entered on active duty on or after October 14, 1982, must have served continuously for 24 months or the full period called or ordered to active duty. The service requirement does not apply to veterans with compensable service-connected disabilities, or to veterans separated for disability in the line of duty, or for hardship.

### **10-Point Preference**

Ten points are added to the passing examination score of:

- A veteran who served any time and who (1) has a present service-connected disability or (2) is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs. Individuals who received a Purple Heart qualify as disabled veterans.
- An unmarried spouse of certain deceased veterans, a spouse of a veteran unable to work because of a service-connected disability, and
- a mother of a veteran who died in service or who is permanently and totally disabled.

## **PREFERENCE IN EXAMINATION**

Veterans meeting the criteria for preference and who are found eligible (achieve a score of 70 or higher either by a written examination or an evaluation of their experience and education) have 5 or 10 points added to their numerical ratings depending on the nature of their preference. For scientific and professional positions in grade GS-9 or higher, names of all eligibles are listed in order of ratings, augmented by veteran preference, if any. For all other positions, the names of 10-point preference eligibles who have a compensable, service-connected disability of 10 percent or more are placed ahead of the names of all other eligibles on a given register. The names of other 10-point preference eligibles, 5-point preference eligibles, and non-veterans are listed in order of their numerical ratings.

Entitlement to veterans' preference does not guarantee a job. There are many ways an agency can fill a vacancy other than by appointment from a list of eligibles.

## **FILING APPLICATIONS AFTER EXAMINATIONS HAVE CLOSED**

A 10-point preference eligible may file an application at any time for any positions for which a non-temporary appointment has been made from a competitive list of eligibles within the past 3 years.

In addition, a person who is unable to file for an open competitive examination because of military service may file after the closing date. In either of the above situations, the veteran should contact the agency that announced the position for further information.

## **POSITIONS FOR PREFERENCE ELIGIBLES ONLY**

Certain examinations are open only to preference eligibles as long as such applicants are available. These are custodian, guard, elevator operator and messenger.

## **SPECIAL COMPLAINT PROCEDURES FOR VETERANS**

Veterans who believe that they have not been accorded the preference to which they are entitled may file a complaint with the U. S. Department of Labor's Veterans Employment and Training Service (VETS).

The Department of Labor's Office of the Assistant Secretary for Policy and Veterans' Employment and Training Service developed an "expert system" to help veterans receive the preferences to which they are entitled. Two versions of this system are currently available, both of which, help the veterans determine the type of preference to which they are entitled, the benefits associated with the preference and the steps necessary to file a complaint due to the failure of a Federal Agency to provide those benefits. The Internet address for the veterans' preference program is <http://www.dol.gov/elaws/vetspref.htm>. (State Employment Service Offices have veteran representatives available to assist veterans in gaining access to this information.)

## **DISABLED VETERANS AND OTHER VETERAN OPPORTUNITIES**

Any disabled veteran can contact the Department of Veterans Affairs, Vocational Rehabilitation and Employment Offices for information on veterans' benefits and related employment services. Certain veterans may also be considered under special hiring programs for disabled veterans with disability ratings of 30% or more or Vietnam Era Veteran Readjustment Act opportunities. Federal agencies have the authority, by law, to give noncompetitive appointments to any veteran who has a service-connected disability of 30% or more. Like the VRA, this authority is discretionary with the agency.

## **WHO IS ELIGIBLE?**

To be eligible, you must be a disabled veteran who has a compensable service-connected disability of 30% or more. The disability must be officially documented by the Department of Defense or the Department of Veterans Affairs.

## **GRADE LEVEL OF JOBS THAT CAN BE FILLED**

This authority covers all grade levels and occupations.