



## County of Sutter

### VETERANS' PREFERENCE POLICY

*The Sutter County Veterans' Preference Policy has been developed to demonstrate the County's support and appreciation of our United States veterans and their surviving spouses. Effective September 1, 2009 and pursuant to Board of Supervisors' Resolution 09-060, preference points will be awarded, per specified criteria, to veterans and their surviving spouses in the recruitment process for new hires in non-Merit Systems Services classifications.*

**For open recruitment processes resulting in a numerical score, Veterans' preference points will be awarded based on the following criteria:**

**Veteran – 5 points:** Defined in accordance with California Government Code 18973 which states that a veteran shall mean any person who has served full time for 30 days or more in the armed forces in time of war or in time of peace in a campaign or expedition for service in which a medal has been authorized by the government of the United States, or during the period September 16, 1940, to January 31, 1955, or who has served at least 181 consecutive days since January 31, 1955, and who has been discharged or released under conditions other than dishonorable, but does not include any person who served only in auxiliary or reserve components of the armed forces whose service therein did not exempt him or her from the operation of the Selective Training and Service Act of 1940.

**Disabled Veteran – 10 points:** In addition to meeting the Veteran definition above, candidate must have a service connected disability rating of no less than 10%.

**Surviving Spouse – 5 points:** Must be the surviving spouse of a veteran defined above.

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**Required Documentation must be submitted by the final filing date of the recruitment.**

Applicants who wish to be considered for Veterans' Preference points must indicate on their application and submit proof of their eligibility (i.e. **DD214** discharge form, and if applicable, evidence of disability (i.e. **Veterans Affairs (V.A.) letter** stating percentage of service connected disability). Surviving spouses require a **DD1300 Form or equivalent**. Veteran's Preference must be established separately for each recruitment. Failure to request Veterans' Preference Points on the application or to submit the required credentials (DD214 or DD1300) by the final filing date for the recruitment will be deemed a waiver of Veteran's Preference Points except for the following:

Veterans who are within 90 days of separation from military service may file a written statement showing the anticipated date of discharge and certifying that the discharge is for honorable reasons. Such statement must be filed no later than the final filing date for the recruitment. A veteran in the process of being discharged shall be entitled to Veteran's Preference pursuant to this rule only if a certified copy of the DD214 Form is filed with the Personnel Department prior to the date of the certification list to a department for appointment. Until such proof is filed, the Veterans Preference Points will not be applied.

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*For additional information refer to Sutter County Personnel Rules and Regulations Section 26.0 Veterans' Preference Policy.*