



OFFICE OF BUSINESS OVERSIGHT

INTERNAL CONTROLS SERVICE

VETERANS PREFERENCE

By law, veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over non-veterans in hiring from competitive lists of eligible (or basically qualified) job candidates. Veterans' preference recognizes the economic loss suffered by citizens who have served their country in uniform in times of strife, restores veterans to a favorable competitive position for government employment, and acknowledges the larger obligation owed to disabled veterans. Preference applies in hiring for most federal civil service jobs, including when agencies make temporary appointments.

HOW PREFERENCE IS APPLIED IN THE SELECTION PROCESS

Most job competitions at the Department of Treasury seeking candidates from outside the agency are run through what is called a competitive examining process. In this process, veterans meeting the criteria for veterans' preference and who are found basically qualified for a job (typically 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 overall numerical ratings depending on the nature of their preference. The names of these preference eligibles as well as others not receiving preference are listed in order of their overall numerical ratings (including points received for Veterans preference). The names of any of the preference eligibles who also have a compensable, service-connected disability of 10 percent or more are placed ahead of the names of all other preference eligible candidates for a given position, unless, the position is a scientific or professional position at grade GS-9 or higher.

Entitlement to veterans' preference does not guarantee a job. There are other ways an agency can fill a vacancy other than by appointment from a list of eligibles through the competitive examining process. Also, granting of extra points to those with preference does not necessarily make a qualified veteran a top ranked candidate. However, it does provide additional consideration for otherwise qualified candidates.

GENERAL REQUIREMENTS FOR RECEIVING VETERANS PREFERENCE

To be entitled to preference, a qualifying veteran must meet certain eligibility requirements:

- An honorable or general discharge*
- Military retirees at the rank of major, lieutenant commander, or higher are not eligible for preference unless they are disabled veterans*
- Guard and Reserve active duty for training purposes does not qualify for preference*
- When applying for Federal jobs, eligible veterans should claim preference on their application or resume. Applicants claiming 10-point preference must complete form SF-15, Application for 10-Point Veteran Preference. The SF-15 is available online at http://www.opm.gov/forms/pdf_fill/SF15.pdf.*

DISABLED VETERANS AND OTHER 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. The disability must be officially documented by the Department of Defense or the Department of Veterans Affairs. Any disabled veteran can contact the Department of Veterans Affairs, Vocational Rehabilitation and Employment Offices for information on veterans' benefits and related employment services.

Also, under the Veteran Recruitment Authority, veterans who meet job qualification requirements can be temporarily, non-competitively appointed to positions up to the GS-11 or equivalent pay level. If they perform successfully in these jobs for two years, they may be converted to permanent status without further competition.

LEARN MORE

Complete information on veterans' preference is located at <http://www.opm.gov/veterans/index.asp>

To learn more about opportunities at ICS, call (512) 438-6206 or e-mail us at ics@va.gov.

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