

CITY OF VACAVILLE
PREFERENCE FOR VETERANS
IN THE CITY'S HIRING PRACTICES POLICY



CITY OF VACAVILLE
ADMINISTRATIVE SERVICES DEPARTMENT
650 MERCHANT STREET
VACAVILLE, CA 95688

Adopted: September 9, 2003

Preference for Veterans in The City's Hiring Practices Policy

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Resolution No. 2003-123; Resolution of the City Council of the City of Vacaville Adopting a Policy of Preference for Veterans in the City's Hiring Practices

Amendments:

Resolution No. 2003-123

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VACAVILLE ADOPTING A
POLICY OF PREFERENCE FOR VETERANS IN THE CITY'S HIRING PRACTICES**

WHEREAS, the Vacaville City Council recognizes the sacrifices made by members of the armed forces for services in protecting our nation; and

WHEREAS, oftentimes, active military personnel have postponed or interrupted civilian careers; and

WHEREAS, the City of Vacaville would like to aid veterans in making a transition from successful military careers into gainful employment within the civilian workforce; and

WHEREAS, the City of Vacaville has evaluated various veterans' preference systems established by other jurisdictions; and

WHEREAS, the City of Vacaville has evaluated its current Personnel Policies and Procedures, and has determined that it is appropriate to adopt a veterans' preference policy to work in accordance with the existing Personnel Policies and Procedures.

NOW, THEREFORE, BE IT RESOLVED that the Vacaville City Council adopts the attached policy of preference for veterans in the City's hiring practices.


I HEREBY CERTIFY, that the foregoing resolution was introduced and passed at a regular meeting of the City Council of the City of Vacaville held on the 9th day of September 2003, by the following vote:

AYES: Councilmembers Slade, Wilkins, Vice-Mayor Clancy and Mayor Augustine

NOES: None

ABSENT: Councilmember Hardy

ATTEST:



Kathleen M. Dussault, City Clerk

POLICY OF PREFERENCE FOR VETERANS IN THE CITY'S HIRING PRACTICES

Purpose:

To aid veterans in making a transition into civilian employment with the City of Vacaville.

To add Veterans Preference Points (VPP) to the existing employee selection process; assisting qualified candidates who are veterans to receive further consideration for positions with the City of Vacaville

Definitions:

Veteran. *For purposes of this policy*, the term "veteran" shall mean any person who has served at least 181 consecutive days active duty in the armed forces, and who has received an honorable discharge. Active duty training and inactive duty training shall not be considered active duty for purposes of this policy.

Disabled Veteran. *For the purpose of this policy*, the term "disabled veteran" means any veteran, regardless of length of service, who is currently declared by the United States Department of Veterans Affairs to be 10 percent or more disabled as a result of his/her service; or is receiving disability compensation, disability retirement benefits or a disability pension from the military. Individuals who received a Purple Heart qualify as disabled veterans.

100% Disabled Veteran. *For the purpose of this policy*, the term "100% disabled veteran" means any veteran, regardless of length of military service, who has been declared by the United States Department of Veterans Affairs to be "permanently and totally disabled" as a result of his/her service; or was separated from the military with a rating of 100% disability.

Open Recruitment Process. *For the purpose of this policy*, the term "open recruitment process" means any competitive examination for a job in the City's full-time Classified Service, in which applications are invited from all qualified person, regardless of whether or not they are employed by the City of Vacaville. (Does not apply to appointed or non full-time positions.)

Guidelines for Award of Preference and Determination of Eligibility

Five (5) points are added to the final passing score of:

- Veteran – as defined above
- Surviving spouse of a veteran who dies while on active duty, regardless of length of service, if that death is determined to be "In the Line of Duty"
- Spouse of 100% Disabled Veteran – as defined above

Ten (10) points added to the final passing score of:

- Disabled Veteran – as defined above
- Purple Heart Recipient

VPP are available for any candidate of an Open Recruitment Process (except that VPP shall not be granted to internal employee candidates unless one or more external candidates qualify for VPP). It is not available for candidates of Promotional Only recruitment processes.

VPP may result in the addition of qualified candidates who are veterans to the list of names certified to a department for further consideration for employment. VPP will not at any time result in the displacement of qualified candidates who are not veterans from the list of names certified to a department for further consideration for employment.

Veterans Form DD214 and/or other official documentation verifying veteran, disability, and/or widow/widower status will be required to determine eligibility for VPP. Any misrepresentation related to VPP may be justification for disqualification from further consideration, or for termination from employment.