

# Veterans' Preference



# General Requirements for Preference

To be entitled to preference, a veteran must meet the eligibility requirements in section 2108 of title 5, United States Code. This means that:

- An honorable or general discharge is necessary.
- 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.](#)

# Types of Preference

## *5-Point Preference*

- ▶ During a war; **or**
- ▶ During the period April 28, 1952 through July 1, 1955; **or**
- ▶ For more than 180 consecutive days, other than for training, any part of which occurred after January 31, 1955, and before October 15, 1976; **or**
- ▶ During the Gulf War from August 2, 1990, through January 2, 1992; **or**
- ▶ For more than 180 consecutive days, other than for training, 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**
- ▶ In a campaign or expedition for which a campaign medal has been authorized. Any Armed Forces Expeditionary medal or campaign badge, including El Salvador, Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti, qualifies for preference.

# Types of Preference

## *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 parent of a veteran who died in service or who is permanently and totally disabled.

# Applying with Veterans' Preference

- ▶ It is the responsibility of the applicant to claim veterans' preference at the time they are applying.
- ▶ All applicants claiming Veterans' preference must include the appropriate supporting documentation at the time you apply in order to be awarded veterans' preference.
- ▶ Applicants may use the following website to assist in determining their veterans' preference eligibility:  
<https://webapps.dol.gov/elaws/vets/vetpref/mSERVICE.htm>

# When does Veterans' Preference not apply?

- ▶ Veterans' Preference does not apply when the agency is using merit promotion procedures to fill a position.
- ▶ Veterans' Preference does not apply to Title 32 Excepted Service positions.

# Helpful Links

- ▶ [https://www.opm.gov/Forms/pdf\\_fill/SF15.pdf](https://www.opm.gov/Forms/pdf_fill/SF15.pdf)
- ▶ <https://webapps.dol.gov/elaws/vets/vetpref/mservice.htm>
- ▶ You may obtain a copy of your DD 214 from your local Military Personnel Office, Local Veterans' Service Office, or your electronic military personnel file.