



## **PERSONNEL POLICY**

### **SUBJECT: VETERANS' PREFERENCE**

DATE: January 1, 2017

Number: 339-16

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#### **I. Statement of the Policy**

Fulton County will give preference to an applicant's status as a veteran of the armed forces of the United States through the extension of an invitation to interview, provided that the veteran meets all of the knowledge, skills, and eligibility requirements of the job. Veterans' preference provides for hiring preference on initial appointment only. Employees with veterans' preference compete equally with all other candidates for subsequent transfer and promotional opportunities.

#### **II. Establishment and Implementation of Procedure**

The County Manager, in consultation with the Chief Human Resources Officer and the County Attorney, is authorized to establish and modify, as needed, a procedure for implementing this policy.



## PERSONNEL PROCEDURE

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#### I. Eligibility

A. Any veteran who has served on active duty as a member of the armed forces of the United States for a period of more than 180 days, not counting service under an initial period of active duty for training under the six-months' reserve or National Guard programs, any portion of which service occurred during a period of armed conflict in which any branch of the armed forces of the United States engaged, whether under United States command or otherwise, and who was honorably discharged therefrom.

B. Notwithstanding the 180 day minimum active duty requirement of subsection (a), preference will also be granted to any member of the National Guard or armed forces reserve who served on active duty for any length of time during any portion of the time the armed forces of the United States were engaged in Operation Desert Shield or Operation Desert Storm if such service occurred in an area of imminent danger as defined by the United States Department of Defense as follows:

“Area of imminent danger” means:

- The Persian Gulf;
- The Red Sea;
- The Gulf of Oman;
- The portion of the Arabian Sea that lies north of 10 degrees north latitude and west of 68 degrees east longitude;
- The Gulf of Aden; and
- The total land area of Saudi Arabia, Kuwait, Iraq, Yemen, Oman, Bahrain, Qatar, and the United Arab Emirates.

#### II. Preference Awarded

Qualifying veterans will be given preference in the form of a guaranteed invitation to interview for any position to which they applied and have been found to have met the knowledge, skills, and eligibility requirements of the position by placement on a List of Eligibles. Veterans preference provides for hiring preference on initial appointment

These policies do not create a contract of employment. Employment for non-classified employees remains “at will”.

only. Employees with veterans preference compete equally with all other candidates for subsequent transfer and promotional opportunities. In addition to preference in initial hiring, employees with veterans preference have higher retention standing than others for reduction-in-force purposes.

### **III. How to Claim Veterans' Preference**

If you are applying for a job with Fulton County, during the application process, you will be given an opportunity to indicate your status as a Veteran or Disabled Veteran on the employment application. You will also need to provide a copy of your discharge papers (DD-214) in support of a claim for veterans' preference.

Nothing in this Policy guarantees that a veteran will be selected for any position with Fulton County.

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