

City of Seaside Veteran's Preference System

PURPOSE

Government Code Section 50088, requires cities that have an established civil service (merit) system and entrance examination (written exam, performance exam, and/or interview process) for the selection of appointive officers and employees, the City Council shall either implement a veteran's preference system giving preference to a veteran over other identically qualified applicants, or shall adopt a resolution identifying reasons that it does not implement a veteran's preference system.

The City of Seaside recognizes veterans of the armed forces for their service in defense of the United States and the State of California.

DEFINITION

Veterans will be defined in accordance with California Government Code 18973 which states that a "veteran" means 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.

POLICY

The City of Seaside will recognize veterans as defined above by granting them preference during the application screening process for open (non-promotional) recruitments. A veteran who meets the minimum qualifications for an open recruitment shall move forward to the first stage of the testing process (written exam, interview panel, or performance exam) without regard to highly desirable qualifications that might otherwise screen them out of consideration for the initial testing.

Candidates requesting veteran's preference will be required to provide a copy of U.S. Government Form DD 214 "Certificate of Release or Discharge from Active Duty" with their completed application for employment.

Preference afforded via the application screening shall constitute the complete and total extent to which the City of Seaside will afford veteran preference over other candidates.