



332 SE Everett Mall Way
Everett, WA 98204
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It is the policy of SNO911 to provide a hiring preference to Veterans who possess the requisite qualifications for a vacant position and are eligible for appointment. RCW 41.04.010 allows for a Veterans Preference to be added to the passing grade of certain veterans. If you believe that you are eligible to be considered for such preference, and if you attain a passing grade in the selection process, you should complete the following questionnaire by checking statements that apply to you. Also, please certify the accuracy of your answers by your signature and attach a copy of your DD214 form. Date of termination from the United States active military service: _____

YOU MUST:

1. _____ Have served on active duty in a branch of the Armed Forces of the United States;

AND

2. _____ Have been released from active service under honorable conditions, i.e., received an honorable discharge or a discharge for physical reasons with honorable record;

AND

3. _____ Have not previously received employment through the use of veteran's preference;

AND

4. _____ Not currently in the military (i.e., on active duty). If you are, you are not a "Veteran" by definition and, therefore, not eligible. This is the interpretation given by the State Office of Veteran's Affairs. It applies even if there was a prior period of service.

IF YOU MEET ALL OF THE ABOVE REQUIREMENTS THE FOLLOWING SCORING CRITERIA SHALL APPLY:

_____ 10% preference will be added to your passing examination grade if you served during a period of war or in an armed conflict and you are not receiving veterans' retirement payments.

_____ 5% preference will be added to your passing examination grade if your service was not during a period of war or in an armed conflict OR you are receiving veterans' retirement payments.

_____ 5% preference will be added to your passing examination grade if you are a veteran who was called to active military from employment with the state or any of its political subdivisions or municipal corporations.

I certify that to the best of my knowledge I am entitled to 10% or 5% (please place check above) veterans' preference and that by falsely claiming veterans' preference, I will be disqualified from employment with SNO911. I also understand that if employed, any misrepresentation of facts regarding my receiving veterans' preference is sufficient cause for dismissal.

Print Name: _____ Signature: _____ Date: _____



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Veteran's Preference: Scoring FAQ (Frequently Asked Questions)

- 1. May the veterans' scoring criteria status be claimed in a civil service examination where it previously has been claimed and the person was thereby employed, even if employed by a different public employer?**

No, the veteran may not again use his or her scoring criteria status after it has been previously claimed and that person was hired based on the examination in which the status was claimed. The relevant statute is RCW 41.04.010, which provides as follows:

In all competitive examinations, unless otherwise provided in this section, to determine the qualifications of applicants for public offices, positions or employment, the state, and all of its political subdivisions and all municipal corporations, shall give a scoring criteria status to all veterans as defined in RCW 41.04.005, by adding to the passing mark, grade or rating only, based upon a possible rating of one hundred points as perfect a percentage in accordance with the following:

- (1) Ten percent to a veteran who served during a period of war or in an armed conflict as defined in RCW 41.04.005 and does not receive military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;
- (2) Five percent to a veteran who did not serve during a period of war or in an armed conflict as defined in RCW 41.04.005 or is receiving military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations;
- (3) Five percent to a veteran who was called to active military service from employment with the state or any of its political subdivisions or municipal corporations. The percentage shall be added to the first promotional examination only.

The evident intent is to restrict the scoring criteria status so that, basically, it can only be used to obtain employment once. Once employment is obtained after claiming the status, it may not be used again. Also, it does not matter if the status was claimed and employment obtained with a different public agency.

- 2. Has the Persian Gulf War officially ended for the purpose of qualifying as a "veteran" for a scoring criteria status?**

No, the time period for the veterans' scoring criteria outlined in RCW 41.04.005 has not been ended by official presidential proclamation or law. RCW 41.04.005 provides that the Persian Gulf War began on August 2, 1990 and will end on the date prescribed by presidential proclamation or law. So, veterans who served in the armed forces in the 1990's are eligible for the veteran's scoring criteria in most cases. The other restrictions in RCW 41.04.005 concerning eligibility still apply.



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3. Whether passage of Initiative 200, prohibiting "preferential treatment" based on race, sex, color, ethnicity, or national origin in public employment and contracting, affects the veterans' scoring criteria statutes?

Passage of I-200 does not appear to affect veterans' preference in civil service employment based solely on status as a veteran, other than to cause the legislature to eliminate the word "preference." The initiative amends only chapter 49.60 RCW and covers preferential treatment on the basis of race, sex, color, ethnicity, or national origin. The veteran's preference statutes have a long history in Washington and may be required under federal laws and programs. Initiative 200 can be reconciled with the existing laws on veteran's preference based solely on status as a veteran.

4. Does a veteran have to have actually fought in a war to receive scoring criteria points?

Veterans who served during a "period of war," as that is defined in RCW 41.04.005, need not have served in a combat zone or hostile environment to qualify; simply being in the armed forces during a such a period, in addition to not receiving military retirement, is sufficient. Veterans who served in an "armed conflict," as defined by RCW 41.04.005, and received a campaign badge or medal, and who do not receive military retirement, also qualify in this category. In addition, in 2002 the Legislature amended the definitions set out in RCW 41.04.005 to include certain veterans who served during times of peace.

*THIS INFORMATION OBTAINED FROM: Municipal Research and Services Center of Washington
Veteran's Preference/Scoring Criteria Frequently Asked Questions.
<http://www.mrsc.org/Subjects/Personnel/civilservice/vetpref.aspx>*

41.04.005 "VETERAN" DEFINED FOR CERTAIN PURPOSES

- (1) As used in RCW 41.04.005, 41.04.007, 41.16.220, 41.20.050, 41.40.170, and 28B.15.380 "veteran" includes every person, who at the time he or she seeks the benefits of RCW 41.04.005, 41.16.220, 41.20.050, 41.40.170, or 28B.15.380 has received an honorable discharge or received a discharge for physical reasons with an honorable record and who meets at least one of the following criteria:
- a. The person has served between World War I and World War II or during any period of war, as defined in subsection (2) of this section, as either:
 - i. A member in any branch of the armed forces of the United States;
 - ii. A member of the women's air forces service pilots;
 - iii. A U.S. documented merchant mariner with service aboard an oceangoing vessel operated by the war shipping administration, the office of defense transportation, or their agents, from December 7, 1941, through December 31, 1946; or
 - iv. A civil service crewmember with service aboard a U.S. army transport service or U.S. naval transportation service vessel in oceangoing service from December 7, 1941, through December 31, 1946; or
 - b. The person has received the armed forces expeditionary medal, or marine corps and navy expeditionary medal, for opposed action on foreign soil, for service:
 - i. In any branch of the armed forces of the United States; or



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ii. As a member of the women's air forces service pilots.

(2) A "period of war" includes:

- a. World War I;
- b. World War II;
- c. The Korean conflict;
- d. The Vietnam era, which means:
 - i. The period beginning on February 28, 1961, and ending on May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period;
 - ii. The period beginning August 5, 1964, and ending on May 7, 1975;
- e. The Persian Gulf War, which was the period beginning August 2, 1990, and ending on the date prescribed by presidential proclamation or law;
- f. The period beginning on the date of any future declaration of war by the congress and ending on the date prescribed by presidential proclamation or concurrent resolution of the congress; and
- g. The following armed conflicts, if the participant was awarded the respective campaign badge or medal: The crisis in Lebanon; the invasion of Grenada; Panama, Operation Just Cause; Somalia, Operation Restore Hope; Haiti, Operation Uphold Democracy; and Bosnia, Operation Joint Endeavor. Effective July 24, 2005 Operation Noble Eagle, Operation Enduring Freedom, and Operation Iraqi Freedom (per SHB1938) and Southern or Central Asia and Persian Gulf (per SSB5112).