

According to Arizona Revised Statute (A.R.S.) section 38-492, preference points or codes must be awarded to veterans, disabled persons, disabled veterans, a veteran's spouse or surviving spouse under certain circumstances, and veterans with service-connected disabilities who take an examination for employment under a merit system of employment.

Preference points will be added to the final score or rating earned by a job applicant on an initial scored exam (exams for initial entry to the City) but only if the applicant earns a passing score or grade without preference.

- I. **VETERAN** (5 points): To qualify for veteran preference points, the applicant must:
- Be a Veteran of the Armed Forces of the United States; and
 - Be separated from the armed forces under honorable conditions following more than six (6) months of active duty.

Form DD214 - Member 4 form or certification from the Veteran's Administration Office must be submitted.

- II. **DISABLED PERSON** (5 Points): To qualify for disabled person preference points, the applicant must:
- Have a physical or mental impairment that substantially limits one or more major life activities of the applicant or have a record of such impairment or is regarded as having such impairment.

A certification of the disability by the medical provider must be submitted.

- III. **VETERAN AND DISABLED PERSON** (10 Points): A person qualified for preference points under both the Veteran and Disabled Person categories above will receive ten (10) preference points.

Form SF-15 or certification from the Veteran's Administration Office must be submitted.

- IV. **VETERAN'S SPOUSE OR SURVIVING SPOUSE** (5 Points): A spouse or surviving spouse of any of the following will receive five (5) preference points:
- A veteran who died of a service-connected disability
 - Any member of the armed forces serving on active duty and who, at the time of application, is listed by the Secretary of Defense of the United States in any of the following categories for not less than ninety days:
 1. Missing in Action
 2. Captured in the line of duty by a hostile force
 3. Forcibly detained or interned in the line of duty by a foreign government or power
 - A person who has a total, permanent disability resulting from a service-connected disability or any person who died while the disability was in existence

Form DD214 – Form 4 or certification from the Veteran's Administration Office must be submitted.

- V. **SERVICE-CONNECTED DISABILITY** (10 points): A person with a service connected disability will receive ten (10) preference points. To qualify for service-connected disability preference points, the applicant must:
- Be an honorably separated veteran who served on active duty in the armed forces at any time, and
 - Have a service-connected disability or is receiving compensation or disability retirement benefits under laws administered by the United States Department of Veteran Affairs, army, navy, air force, coast guard, or the United States public health service

Form SF-15 or certification from the Veteran's Administration Office must be submitted.

MAXIMUM POINTS: Applicants qualified for preference points will not be allowed more than a ten (10) point preference.

Questions regarding this program may be directed to Human Resources at 623.876.2949 or hr@elmirageaz.gov.