

County of San Bernardino
Human Resources Department
VETERANS' PREFERENCE POLICY

Pursuant to Personnel Rule IV, Section 18, veterans and the spouses or widows(ers) of veterans may be awarded additional points in any open examination process resulting in a numerical score. Points will be added to the final grade for any successful candidate who is not currently a County employee.

Points will be awarded for the following examination processes: written tests, oral examinations, writing exercises, work simulations, performance tests, and any other skills or behaviorally based test process. Points will not be awarded for Training & Evaluations.

Veterans' preference points will be awarded based on the following criteria:

Veteran – 5 points: All veterans who have served in any branch of the United States (U.S.) armed forces for **90 consecutive days under honorable conditions**, and all National Guard or military reserve activated by the Federal Government for any period of time.

Disabled Veteran – 10 points: In addition to meeting the above described criteria, must have a service connected disability rated at no less than ten percent (10%) by an authorized agency in the U.S. Government.

Veteran's Spouse/Widow(er) – 5 points: Must be the spouse of any such United States veteran separated from the service under honorable conditions who, while in service was disabled, thereby being permanently prevented from engaging in gainful employment, or is the widow(er) of any such veteran who died or was killed in such service and who has not remarried.

REQUIRED DOCUMENTATION

Applicants who wish to be considered for Veterans' Preference points must indicate so on their application and submit proof of their eligibility (i.e., Department of Defense forms 214 (**DD214**) or 1300 (**DD1300**) **indicating honorable discharge**) and if applicable, evidence of disability (i.e., **Veterans Affairs (V.A.) letter** indicating percentage of disability). Verification of a service connected disability from the County of San Bernardino Department of Veterans Affairs will be accepted if the letter from the V.A. is not available.

SUBMITTING DOCUMENTATION

Applicants will be awarded points according to the criteria defined above and the supporting documentation received.

All Veterans' Preference documentation (originals not required) must be submitted within 48 hours of submitting your application. Documentation may be submitted by email to employment@hr.sbcounty.gov, by fax or to the address below. Applicants who have already submitted verification for Veterans' Preference will not need to do so for subsequent applications.

San Bernardino County Human Resources - Employment Division



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San Bernardino, CA 92415-0440
Phone: (909) 387-8304 ~TTY Users: 711
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Website: www.sbcounty.gov/hr e-mail: employment@hr.sbcounty.gov