

Veterans' Preference

Veterans may be given **preference** during the hiring process when applying for Federal government positions. Depending on eligibility, veterans may also qualify for special hiring authorities.

Veterans' Preference gives eligible veterans preference in hiring over many other applicants. However, veterans' preference does not guarantee veterans a job. Note that this preference does not guarantee employment but provides preference over non-veterans during the hiring process.

Veterans' preference eligibility can be based on dates of active duty service, receipt of a campaign badge, Purple Heart, or a service-connected disability. Note that **not** all active duty service qualifies for veterans' preference.

- Only veterans discharged or released from active duty in the armed forces under honorable conditions are eligible for veterans' preference.
- This means you must have been discharged under an honorable or general discharge.

Retired members of the armed forces are not included in the definition of “preference eligible” unless they are a disabled veteran **OR** retired below the rank of major or its equivalent.

There are basically two types of preference eligibles:

- Disabled (10 point preference eligible), **and**
- Non-disabled (5 point preference eligible)

10 point preference for veteran who served at any time, and:	<ul style="list-style-type: none">• Have a service connected disability, OR• Received a Purple Heart.
10 point preference eligibles are divided into four basic groups as follows:	<ul style="list-style-type: none">• CPS - Disability rating of 30% or more (10 points)• CP - Disability rating of at least 10% but less than 30% (10 points)• XP - Disability rating less than 10% (10 points)• TP - Preference eligibles with no disability rating (5 points)

5-point preference eligibles must meet any one of the following:

- 180 or more consecutive days, any part of which occurred during the period beginning September 11, 2001 and ending on a future date prescribed by Presidential proclamation or law as the last date of Operation Iraqi Freedom, **OR**
- Between August 2, 1990 and January 2, 1992, **OR**
- 180 or more consecutive days, any part of which occurred after January 31, 1955 and before October 15, 1976.
- In a war, campaign or expedition for which a campaign badge has been authorized or between April 28, 1952 and July 1, 1955.

