

Policy Manual
Veterans' Preference Policy
City of Weiser, Idaho



Veterans' Preference Policy

It is the intent of the Idaho State legislature (and in conjunction with the City of Weiser) to honor veterans of the armed forces by providing preference in initial appointments to public sector jobs in Idaho. Veterans' preference is intended to honor those citizens who have served their country in active duty by providing veterans a more favorable competitive position for government employment and acknowledging the larger sacrifice of disabled veterans.

The City of Weiser provides preference to employment of veterans of the U.S. Armed Service in accord with provisions of the Idaho Code Title 65, Chapter 5 or its successor. In the event of equal qualifications for an available position, a veteran or family member who qualifies for preference pursuant to Idaho Code §65-503, or its successor will be employed. Under certain circumstances, the widow, widower, spouse, or parent of a veteran may also be entitled to veteran's preference pursuant to Idaho Code §65-503.

The use of "employee" and/or "candidate" in this policy and the procedures that follow refer to all individuals who are governed, affected, and utilize the material as a part of their employment with the City of Weiser.

If there is an issue it should be reported to the Human Resources Representative/City Clerk or the Mayor.

Guidelines & Procedures

I. Purpose & Overview of Veterans' Preference

It is the City of Weiser's policy and intent to honor veterans of the armed forces in accordance with Idaho State law Title 65, Chapter 5. This policy allows preference in initial appointments to public sector jobs in Idaho to eligible veterans and their spouses as defined by the law. Veterans' preference is intended to honor the service and sacrifice of veterans by providing them a more favorable competitive position for employment.

Eligible veterans are provided advantages in public employment in Idaho, including preference for initial employment and retention in the event of layoffs. Veterans' preference requires public employers to provide additional consideration for eligible veterans, but it does not guarantee the veteran a job.

- A. Eligibility for Preference:** Eligible individuals for preference include veterans, disabled veterans, widows/widowers of veterans, and spouses of service-connected disabled veterans as defined by Idaho State law Title 65, Chapter 5.
- B. The City's Employer Obligations:** Public employers must give notice of preference in all job openings and announcements/advertisements/posts of vacancies.
 1. Applications must inquire whether the applicant is claiming veterans' preference.
 2. Hiring Supervisors must give preference to veterans' preference eligible applicants employment. Note: If there are two candidates that are equally qualified for a position, preference must be given to the Veteran or the veteran's eligible family member.
 3. Special considerations apply to the application process for veterans and disabled veterans, including extending application deadlines.

II. Exceptions to the Veterans' Preference by Officials

All Supervisors for the City that are authorized to select or hire employees must strictly observe veterans' preference when filling vacancies or selecting new employees, except for key employee positions with qualifications that fulfill the key employee role.

III. Civil Liability for Failure to Provide Preference

Public employers failing to give preference to qualified veterans may be subject to civil liability, including damages and attorney's fees, as outlined in Idaho State law Title 65, Chapter 5.

IV. Reemployment and Leave of Absence

All public employers must comply with the reemployment, leave of absence, and other provisions of the Uniformed Services Employment and Reemployment Rights Act.

V. Conclusion

The City of Weiser will make every effort to identify veterans and their family members who qualify for Veterans' Preference and ensure that preference will be provided for employment and promotion.