

## Riverside Fire Authority – Policy for Veterans Hiring Preference

Policy: Washington State has enacted laws to assist Veterans seeking employment with the state or any of its political subdivisions or municipal corporations. To qualify for state Veterans' preference, a Veteran must first be able to show an honorable discharge or have received a discharge for medical reasons with an honorable record. Further requirements must be met depending on whether the employer administers a competitive examination as part of the hiring or promotion process.

### WHEN THERE IS A COMPETITIVE EXAMINATION

If a public employer administers a competitive examination to determine the qualifications of applicants, [RCW 41.04.010](#) provides that the scoring preference is added to a passing score only, and is applied based upon a possible rating of 100 points as perfect as follows:

- 10% is added for a Veteran who served during a period of war or in an armed conflict and is not receiving military retirement, until the first appointment. This percentage is not added for promotional exams.
- 5% is added for a Veteran who did not serve during a period of war or in an armed conflict or is receiving military retirement, until the first appointment. This percentage is not added for promotional exams.
- 5% is added for a Veteran who was called to active duty while employed with the state, or any of its political subdivisions or municipal corporations. This percentage is added for promotional exams until the first promotion only.

All Veterans' scoring criteria may be claimed upon release from active military service or upon receipt of a separation order indicating an honorable discharge.

### WHEN THERE IS NOT A COMPETITIVE EXAMINATION

If a public employer does not administer a competitive examination to determine the qualifications of applicants, [RCW 73.16.010](#) provides that honorably discharged Veterans, their surviving spouses, and spouses of honorably discharged Veterans with a permanent and total service-connected disability shall be preferred for public appointment and employment. As interpreted by the courts, this law is not an absolute preference, but operates as a tiebreaker where two or more candidates have equal qualifications. An individual can seek to enforce his or her preference rights by filing a civil action in superior court.