

Percentage Used for Veterans' Preference

INITIAL APPOINTMENT:

Veterans* who served during the following wars: and

- 1) Not currently employed with King County 2) Not receiving military retirement

WAR					
GROUP	WWI	WWII	Korea	Vietnam	Persian Gulf
Any Branch Armed Forces	10%				
Women Air Force Service Pilots					
Merchant Marine*					
Civil Service Crew Member*					

INITIAL APPOINTMENT:

Veterans* who did not serve during a war/conflict (or they are receiving military retirement) and

- 1) Not currently employed with King County

VETERANS NOT SERVING DURING WAR OR CONFLICT					
GROUP					
Any Branch Armed Forces	5%				
Women Air Force Service Pilots					
Merchant Marine*					
Civil Service Crew Member*					

INITIAL APPOINTMENT:

Veterans* who served in the following conflicts: and

- 1) Not currently employed with King County 2) Not receiving military retirement
3) Awarded respective campaign badge or medal

CONFLICTS					
	The Crisis in Lebanon	The Invasion of Grenada	Operation Just Cause Panama	Operation Restore Hope Somalia	Operation Uphold Democracy Haiti
GROUP	Operation Joint Endeavor—Bosnia	Operation Noble Eagle	Operation Enduring Freedom—(southern or central Asia)	Operation Iraqi Freedom—Persian Gulf	
Any Branch Armed Forces	10%				
Women Air Force Service Pilots					
Merchant Marine*					
Civil Service Crew Member*					

PROMOTION:

- 1) A current King County employee, or any Veteran* employed with the state or any of its political subdivisions, or municipal corporations, who was called to active duty (applies to first promotional exam only)

VETERANS NOT SERVING DURING WAR OR CONFLICT					
GROUP					
Any Branch Armed Forces	5%				
Women Air Force Service Pilots					
Merchant Marine*					
Civil Service Crew Member*					

*Includes Widows, Widowers and Spouses of disabled Veterans (see HR bulletin)

** A *scored competition* is any selection method that is scored (i.e., SME review, interview, etc.) --even if the candidates are placed into bands after the scores are calculated. The Veterans' Preference must be applied to the scored portion before placing the applicants into bands.