

VETERAN'S EMPLOYMENT PREFERENCE FAQs

Veteran's Preference Affirmation Pursuant to Texas Government Code, Chapter 657

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1. How do I know if I am eligible for veteran's employment preference?

You are eligible under Texas Government Code, Section 657657.002, for veteran's employment preference if you meet the following qualifications:

- a. Served in the Army, Navy, Air Force, Coast Guard, or Marine Corps of the United States or the U.S. Public Health Service under 42 U.S.C. Section 201 et seq., as amended or the Texas military forces as defined by Section 437.001 or an auxiliary service of one of those branches of the armed forces, **and** were honorably discharged from military service; or
- b. Are the surviving spouse of a veteran **if** the veteran was killed while on active duty, **and** you have not remarried; or
- c. Are the surviving child of a veteran **if** the veteran was killed while on active duty.

If you meet any of these qualifications, you qualify for veteran's employment preference.

2. How do I indicate my eligibility for veteran's preference in hiring?

You must self-identify your eligibility by answering the veteran-related questions where indicated on the application for employment.

3. What does veteran's employment preference mean in the Tyler Junior College recruitment process?

Effective immediately, veteran's employment preference affects the interview process. If six or fewer applicants are chosen for an interview, at least one qualified veteran's preference applicant from the pool must be interviewed. (Candidates must first meet minimum requirements of the position applied for.)

If more than six are interviewed, 20 percent of the number interviewed must be qualified veteran's preference applicants. (Candidates must first meet minimum requirements of the position applied for.)

If the pool does not have any applicants who self-identify as eligible for veteran's employment preference, this interview requirement does not apply to the hiring process for that vacancy.

4. What does veteran's employment preference mean in the Tyler Junior College hiring process?

Veteran's employment preference means if two applicants are finalists for a position, and equal in all respects, the veteran would be offered the job. If veteran's preference

is granted, the veteran or surviving unmarried spouse/surviving child would be required to produce form DD214 or similar document at the point of hire to verify eligibility.