



## City of Sonoma

### VETEREN'S PREFERENCE POLICY

#### 1. Purpose

Government Code Section 50088, requires for cities that have an established civil service (merit) system and entrance examination (written exam, performance exam, and/or interview process) for the selection of appointive officers and employees, the City Council shall either implement a veteran's preference system giving preference to a veteran over other identically qualified applicants, or shall adopt a resolution identifying reasons that it does not implement a veteran's preference system (policy).

The City of Sonoma recognizes veterans of the armed forces for their service in defense of the United States and the State of California.

#### 2. Definition

Veterans will be defined in accordance with California Government Code 18540.4 which states that a "veteran" means any person who has served full time in the armed forces in time of national emergency or state military emergency or during any expedition of the armed forces and who has been discharged or released under conditions other than dishonorable.

#### 3. Policy

The City of Sonoma will recognize veterans as defined above by granting them preference during the application screening process for open (non-promotional) recruitments. A veteran who meets the minimum qualifications for an open recruitment shall move forward to the first stage of the testing process (written exam, interview panel, or performance exam) without regard to highly desirable qualifications that might otherwise screen them out of consideration for the initial testing.

Candidates requesting veteran's preference will be required to provide a copy of U.S. Government Form DD 214 "Certificate of Release or Discharge from Active Duty" to Human Resources before the filing deadline for the position applied for.

Preference afforded via the application screening process shall constitute the complete and total extent to which the City of Sonoma will afford veteran preference over other candidates.