



Human Resources Board

City of Arts & Innovation

TO: HUMAN RESOURCES BOARD
FROM: HUMAN RESOURCES DEPARTMENT
SUBJECT: VETERANS' PREFERENCE POLICY

DATE: March 2, 2026

ISSUE:

Approve revisions to the Veterans' Preference Policy (I-15).

RECOMMENDATION:

That the Human Resources Board approves revisions to the Veterans' Preference Policy (I-15).

BACKGROUND:

The Veterans' Preference Policy (I-15) was last revised in December 2024. Subsequently, it was realized that slight modification was needed to further define how the policy is to be applied when there is a written examination as part of the recruitment process and to define the candidate's responsibility to submit appropriate documentation with their employment application.

DISCUSSION

The Veterans' Preference Policy is being submitted again so soon as it seemed necessary to provide additional language detailing that a candidate receiving Veterans' Preference, would still be required to pass a written examination with a minimum score of 70%, if a written examination is part of the recruitment and to clearly state that it is the candidate's responsibility to provide appropriate documentation of their proof of eligibility along with the submission of their employment application.

The policy was amended to include this language in Section 2.A. and 3.B.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

Prepared by: Maggie Tanner, Principal Human Resources Analyst

Attachments:

Veteran's Preference Policy (I-15)