# BART's Veterans Preference Policy

## I. General

The District supports the employment of individuals who have served the country as members of the United States armed forces. Accordingly, it is the policy of the District to provide preference in hiring eligible veterans as described below. This preference shall apply only to those positions that are open to candidates who are not already employed by the District. Such preference shall not supersede the provisions of the District's collective bargaining agreements. Veterans' preference does not guarantee that any individual veteran will be hired. The preference does not apply to internal agency recruitment activity including promotions, transfers, reassignments and reinstatements.

## II. Eligibility

An individual may establish eligibility for the District's Veterans' preference by providing proof of service in an active (non-reserve) status for a period of at least 181 consecutive days, and release from active duty under conditions other than dishonorable. Such eligibility must be established, as specified herein, at the time the individual files his or her application for employment with the District.

## III. Guidelines

A. The following guidelines shall apply only after it is determined that the eligible veteran meets the minimum qualifications for the position in questions.

B. An eligible veteran who competes for a position through a selection process, appropriately requests consideration for veterans' preference, and achieves a passing score in the first phase of the evaluation process, shall be given an additional five (5) percent the score for that examination.

C. No other or further Veterans' credits shall be provided to an individual subsequent to his/her appointment to a position and completion of the required probationary period.

D. An applicant must notify BART of Veteran status when submitting an application for any position for which Veterans' preference may be applicable using the form provided through the District's website. The information must be attached the job application.

E. Appropriate documentation to support the request must be provided no later than the date of the first phase of the evaluation process. Documentation in the form of a legible copy of discharge document (DD214), or other official discharge documents, showing the enlisted and discharge dates, social security number, and the charter of service (i.e. Type of Discharge) is required.

F. A statement that the District welcomes the employment of Veterans of the United States armed services, and provides a Veterans' preference program in accordance with applicable law and District procedures will be included in all District job postings.