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et seq.

VETERAN'S PREFERENCE

I. INTRODUCTION

As set forth in Idaho Code, veterans, disabled veterans, a widow or widower of a veteran, or the wife or husband of a disabled veteran who is unable to qualify (collectively, "qualified veterans"), may be entitled to preferential treatment when being considered for initial public employment.

Temporary, elected, and key employees as defined in Idaho Code, are not eligible to receive veteran's preference. At the City's discretion, this regulation is inapplicable to positions where federal funds are contributed or if in conflict with federal laws or regulations that restrict employment eligibility to specific individuals or groups.

II. COMPETITIVE EXAMS

Veteran's preference is applied to competitive examinations as required by law. For open recruitments that do not require a competitive examination, qualified veterans shall be offered an interview over other applicants who are not more qualified. Qualified veterans with a service-connected disability of thirty percent (30%) or more shall be offered an interview if they are among the top ten (10) qualified applicants.

III. REDUCTIONS IN FORCE

Qualified veterans are also entitled to preferential treatment during a reduction in force. For more information regarding veteran's preference during reductions in force, please refer to the City of Boise's Layoff Regulation 7.10a.

IV. APPEAL RIGHTS

Individuals who believe they have been denied a right or benefit under this rule may file a written appeal with the City of Boise's Human Resource Director within thirty-five (35) days of the alleged denial of preference.