

## **Veterans' Preference**

The City of Derby, Kansas, recognizes the enormous contributions of men and women who have served their country in uniform. As a veteran of the Armed Services, you may be entitled to preference when seeking employment as a police officer with the City of Derby.

### **Why is preference given?**

In recognition of the sacrifices made by those serving in the Armed Forces, the State of Kansas enacted laws to prevent veterans seeking public employment from being penalized because of time spent in military service. Veterans' preference recognizes the economic loss suffered by citizens who have served their country in uniform, restores veterans to a favorable competitive position for Government employment and acknowledges the obligation owed to disabled veterans. Veterans' preference is not so much as a reward for being in uniform as it is a way to help make up for the economic loss suffered by those who answered the nation's call to arms.

### **When is veterans' preference given?**

Each eligible veteran who meets the requirements for a vacant police officer position shall be offered an opportunity to test for that vacancy when all of the following conditions are met:

1. The military service member was not dismissed or did not resign in good standing from state service.
2. The military service member's active duty is not for the Reserves or National Guard training.
3. The military service member is separated and not on active service at the time of application.

### **How to determine eligibility**

State Law – As amended by the 2008 Legislature, K.S.A. 73-201 provides veterans' preference for veterans who separated honorably from active service. Veterans' preference shall be approved:

1. If you entered military service before October 15, 1976.
  - During any war between April 6, 1917 through July 2, 1921, and December 7, 1941 through April 28, 1952.
  - Between April 28, 1952 and July 1, 1955.
  - In any campaign or expedition for which a campaign badge or service medal was authorized.
  - For more than 180 days since January 31, 1955, but before October 15, 1976 (excluding the six month Reserve or National Guard training program.)
2. If you entered military service between October 15, 1976 and on or before September 11, 2001.
  - In any campaign or expedition for which a campaign badge or service medal was authorized. Examples of some of the most common campaign medals are: Haiti, El Salvador, Lebanon, Grenada, Panama, Bosnia, Kosovo, Afghanistan, Southwest Asia (Persian Gulf), Rwanda and Somalia.
  - Active duty during the Gulf War (August 2, 1990 through January 2, 1992).

*A complete list of campaigns and expeditions which qualify for preference is listed on the following website: [www.da.ks.gov/ps/documents/veteransdecorations.pdf](http://www.da.ks.gov/ps/documents/veteransdecorations.pdf)*

3. If you entered military service on or after September 11, 2001

- Received the National Defense Medal.
4. If you separated from the armed services under honorable conditions and have a disability certified by the U.S. Department of Veterans Affairs as being service connected, were issued the Purple Heart by the U.S. government or were released from active service with a service-connected disability.
  5. If you voluntarily retired from the active service with the pay grade of 03 or lower unless you retired due to wounds received in combat or are disabled veterans.
  6. If you are a spouse of a veteran who has a 100% service-connected disability as determined by the U.S. Department of Veterans Affairs.
  7. If you are the unremarried spouse of a service member, who died while, and as a result of, serving in armed forces.
  8. If you are the spouse of a prisoner of war, as defined by K.S.A. 75-4364, and amendments thereto.

**Am I guaranteed the job?**

Qualified veterans are guaranteed the opportunity to test for any police officer vacancies and will also be provided preference during the interview process but are not guaranteed to be hired for the job.

**How to apply for veterans' preference**

Applicants claiming veterans' preference for the first time must complete the Veteran Preference field on the Personal Information Registration form, and submit a complete, legible copy of their discharge document (DD 214), showing enlisted and discharge dates, type of discharge, medals received, etc. Please mail the copy of your DD 214, to:

City of Derby  
Human Resources Division  
611 Mulberry Rd. Suite 300  
Derby, KS 67037