



HUMAN RESOURCES DEPARTMENT

555 Liberty St SE Room 225 | Salem, OR 97301-3513 | (503)588-6162 | Fax (503)588-6170 | TDD (503)588-6009 | HR@cityofsalem.net

Dear Applicant,

This document is information regarding the City of Salem's policy regarding Veterans' Preference Points.

As of January 1, 2010, under Oregon State Law, public employers must grant a preference in hiring and promotion to veterans and disabled veterans who meet the criteria (as set forth under ORS 408.225 (1) d). There are four ways to qualify as an eligible veteran:

- (1) A veteran must have served on active duty with the Armed Forces of the United States for a period of more than 178 consecutive days and have been discharged under honorable conditions; or
- (2) A veteran must have served on active duty with the Armed Forces of the United States for 178 days or less and have been discharged under honorable conditions because of a service-connected disability (disabled veteran); or
- (3) A veteran must have served on active duty with the Armed Forces of the United States for at least one day in a combat zone and have been discharged under honorable conditions; or
- (4) A veteran must have received a qualifying military decoration for service in the Armed Forces of the United States.

If you are eligible and wish to claim Veterans' Preference Points, please indicate it on your application. Please note that you will be required to provide documentation of your eligibility at the time of appointment. If you prefer, you may upload the required documentation to your application.

If you have any questions regarding this policy, please feel free to contact City of Salem Human Resources Department at HR@cityofsalem.net or call us at (503) 588-6162.

Sincerely,

Human Resources Department