



VETERAN'S PREFERENCE:

Recognizing that sacrifices are made by those serving in the Armed Forces, veterans may receive preference over non-veterans in City hiring practices. Preference does not have as its goal the placement of a veteran in every vacant job; this would be incompatible with the merit principle of public employment. Veteran's preference points may be added to a passing final test score used for an open competitive referral for City employment. Entitlement to veteran's preference does not guarantee a job.

VETERAN'S PREFERENCE POINTS: 5 Points.

To claim veteran's preference, eligible veterans must meet the minimum training and experience requirements for the City position; must be capable of performing the essential duties of the job, with or without accommodation; and pass the City's Civil Service examination required for appointment. Veteran's preference may be used only once in gaining initial employment with the City of Muskegon

WHO IS ELIGIBLE?

The veteran must have served on full-time active duty* for 90 or more consecutive days in the United States Army, Navy, Air Force, Marines, or Coast Guard and have been in active service during a recognized war period or other recognized conflict as defined by federal law AND have received a form of honorable discharge/separation from the service prior to taking the civil service exam.

Anyone discharged or separated under less than honorable is NOT entitled to veteran's preference points.

*Note: Active duty for training CANNOT be counted as part of the 90-day service requirement for veteran's preference points, such as Guard and Reserve active duty for training.

WAR ERA VETERANS:

World War II	12/07/41 to 4/28/52
Korean Conflict	6/27/50 to 1/31/55
Vietnam Conflict	2/28/61 to 5/7/75 12/31/60 to 5/7/75
Bosnia	11/20/95 to present
El Salvador	1/1/81 to 2/1/92
Grenada Expedition	10/25/83 to 11/21/83
Lebanon Peacekeeping Mission	6/1/83 to 12/1/87
Panama Expedition	12/20/89 to 1/31/90
Persian Gulf War	7/24/87 to 8/1/90 12/1/95 to present
Iraq	1/1/97 to present

The above are examples of campaigns and expeditions and not an exhaustive listing of qualifying service.
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The City of Muskegon contracts with the County of Muskegon for human resources services.

THE CITY OF MUSKEGON, MICHIGAN IS AN "EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER"