



P.O. Box 788 • Heppner OR 97836
(541) 676-5620

Human Resources

Karen Wolff
Human Resources Director
kwolff@co.morrow.or.us

Veterans' Preference Guidelines

Under Oregon law, veterans who meet minimum qualifications for a position may be eligible for employment preference. If you believe your military experience or education translate to transferrable skills that would allow you to meet minimum qualifications for a position, please attach a narrative to your application. That narrative should describe how your military experience and education are transferrable to meet the minimum requirements of the position for which you are applying. If you think you qualify for Veterans' Preference as a Qualified Veteran or as a Qualified Disabled Veteran, please read the following carefully. If you need further explanation or have special circumstances, please call the Morrow County Human Resources office at (541) 676-5620.

A. Qualified Veteran

You may claim veterans' preference if you qualify in one of the categories below and provide proof of eligibility by submitting a copy of your DD-214 or 215 (and narrative, when applicable).

Oregon law (ORS 408.225(1)(f)) provides:

"Veteran" means a person who:

- (A) Served on active duty with the Armed Forces of the United States;
 - (i) For a period of more than 90 consecutive days beginning on or before January 31, 1955, and was discharged or released under honorable conditions;
 - (ii) For a period of more than 178 consecutive days beginning after January 31, 1955, and was discharged or released from active duty under honorable conditions;
 - (iii) For 178 days or less and was discharged or released from active duty under honorable conditions because of a service-connected disability;
 - (iv) For 178 days or less and was discharged or released from active duty under honorable conditions and has a disability rating from the United States Department of Veterans Affairs; or
 - (v) For at least one day in a combat zone and was discharged or released from active duty under honorable conditions;
- (B) Received a combat or campaign ribbon or an expeditionary medal for service in the Armed Forces of the United States and was discharged or released from active duty under honorable conditions; or
- (C) Is receiving a nonservice-connected pension from the United States Department of Veterans' Affairs.

Oregon law (ORS 408.225(2)) also provides: "active duty" does not include attendance at a school under military orders, except schooling incident to an active enlistment or a regular tour of

duty, or normal military training as a reserve officer or member of an organized reserve or a National Guard unit.

B. Qualified Disabled Veteran

You may claim additional employment preference if you can provide proof of eligibility by submitting **both** of the following documents (and narrative, when applicable):

- A copy of your DD-214 or 215, Certificate of Release or Discharge, Copy 4, **and**
- A public employment preference letter from the United States Department of Veterans Affairs. To order the letter, call 1-800-827-1000 and request a public employment preference letter.

For additional information on Veterans' Preference eligibility, including help in translating military experience into minimum requirements, contact the Oregon Department of Veterans' Affairs at 1-800-692-9666.

Note

Completion of the application for employment with attached DD214 or 215, public employment preference letter (if applicable) and narrative (if applicable) is required **no later than the closing date of the position.**

If you choose not to attach a narrative relating transferrable military experience and education to this position along with your DD214 or 215 and public employment preference letter (if applicable), your military experience may not be considered when your application is evaluated.