

**PEACE OFFICER MERIT COMMISSION POLICY AND PROCEDURE****PREFERENCE POINTS****PURPOSE**

To allow for preference points at the entry-level examination to honorably discharged veterans as required by law, for formal education, and to qualified Sheriff's Office and UPD personnel.

**DEFINITIONS**

**VETERAN PREFERENCE ELIGIBLE:** Any individual who has served on active duty in the armed forces for more than 180 consecutive days or was a member of a reserve component who served in a campaign or expedition for which a campaign medal has been authorized, and who has been separated under honorable conditions; a disabled veteran with any percentage of disability who incurred an actual service-related injury or disability in the line of duty whether or not that person completed 180 consecutive days of active duty, has established the existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the federal Department of Veterans Affairs or a military department and has been separated or retired from the armed forces under honorable conditions; a purple heart recipient; a retired member of the armed forces who retired below the rank of major or its equivalent; or the spouse, or unmarried widow or widower of a qualifying veteran.

**ACTIVE DUTY:** Means active military duty and does not include active duty for training, initial active duty for training, or inactive duty for training.

**PERSONNEL/SWORN VOLUNTEER:** Any individual who is currently employed on either a full-time basis or part-time basis who has successfully completed his/her merit probationary period, or a sworn volunteer who has successfully completed a minimum of one year of service (one year equals 2080 hours) in the organization they are applying.

**PREFERENCE POINTS DEADLINE:** A candidate who claims veteran's preference, employee preference, or education preference under this policy must provide written evidence of qualification, such as transcripts, form DD-214 or other required documentation no later than ten (10) working days after the application period closes.

**1.0 PREFERENCE POINTS ALLOCATION**

Preference points shall be added to the final examination score of qualifying veterans and employees who achieve a passing score.

**1.1 Veteran's Preference**

- 1.1.1 Five percent of the total possible score shall be added to the final examination score of a veteran; or

- 1.1.2 Ten percent of the total possible score shall be added to the final examination score of a disabled veteran or a purple heart recipient; or
- 1.1.3 An eligible spouse, widow, or widower is entitled to the number of points that the qualifying veteran would have been entitled to.

1.2 Employee/Sworn Volunteer Preference

- 1.2.1 Five percent of the total possible score shall be added to the examination score of a full-time employee.
- 1.2.2 Two and one-half percent of the total possible score shall be added to the examination score of a part-time employee or a sworn volunteer.

1.3 Education Preference

- 1.3.1 Five percent of the total possible score shall be added to the score of candidates who have received a bachelor's degree from an educational institution accredited by one of the Regional Accreditation Councils for the U.S. Dept. of Education.
- 1.3.2 Two and one-half percent of the total possible score shall be added to the score of candidates who have acquired sixty (60) semester hours from an educational institution accredited by one of the Regional Accreditation Councils for the U.S. Dept. of Education.

2.0 MAXIMUM POINTS


Candidates will receive preference points in one category only, for a maximum of a five percent adjustment or a ten percent adjustment in the case of a disabled veteran, purple heart recipient, or eligible spouse, widow, or widower of a disabled veteran.

3.0 OTHER

The Merit Commission may opt at the time of the examination to give additional credit for other job-related criteria.

APPROVED AND PASSED THIS 26 DAY OF May, 2015.

SALT LAKE COUNTY  
PEACE OFFICER MERIT COMMISSION

By:   
Kenneth Wallentine, Chair