

Memorandum

Date: **JAN 24 2014**

To: CDCR Extended Executive Staff

Subject: **VETERANS' PREFERENCE CREDIT**

This memorandum is to provide information to the changes that were made to the Veteran's Preference Credit process administered by the State of California, via Assembly Bill (AB) 372 and went into effect January 1, 2014. Based on AB 372 and clarifying information received from the California Department of Human Resources (CalHR), Veterans' Preference Credits will now be awarded as follows:

- Any qualified veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran, who achieves a passing score in an entrance examination, shall be ranked in the top rank of the resulting eligibility list. In other words, qualifying individuals who meet the criteria will now be in Rank 1, regardless of their score, along with other Rank 1 candidates.
- An entrance examination is now defined, under the law, as any open competitive examination.

Prior to January 1, 2014, Veterans' Preference Credits were administered by adding extra points to a qualified veteran's final score, which could have moved them into a higher rank. Entrance examinations were defined as an open civil service examinations for classifications not requiring a college degree and two or more years of experience.

For candidates on current eligibility lists who achieved Veterans' Preference Credits prior to January 1, 2014, they will automatically be converted to Rank 1 on CalHR's new Exam and Certification Online System, also referred to as ECOS.

If you have any questions regarding this issue, please contact Jennifer Spurling, Chief, Office of Workforce Planning at (916) 322-2097.



JENNIFER BARRETTO
Deputy Director (A)
Human Resources

cc: Institutional Personnel Officers
Local Testing Officers
Personnel Liaisons
Office of Workforce Planning Staff
Office Personnel Services Staff