



# CITY OF HOUSTON

## Executive Order

Subject: **Veteran's Employment Preference**

E.O. No.

**1-6**

Effective Date:

**November 11, 2010**

### 1. AUTHORITY

1.1 Article VI, Section 7a, of the City Charter of the City of Houston ("City").

### 2. PURPOSE

2.1 To recognize the service, sacrifice and suffering of men and women who have served on active duty in the Armed Forces and who, through their service, have demonstrated a selfless commitment to liberty and the citizens of this City, State and the United States of America and to further memorialize the City's commitment to assist veterans with their reintroduction into the civilian workforce and to hire qualified, eligible veterans.

### 3. OBJECTIVE

3.1 To provide eligible veterans with a preference in initial hiring when the veteran's qualifications are equal to the qualifications of nonveterans making application for the same position.

### 4. DEFINITIONS

4.1 Armed Forces - the United States Army, United States Navy, United States Air Force, United States Marine Corps, and United States Coast Guard.

4.2 Veterans – men and women who previously served on active duty in the Armed Forces. Members of the Reserves and National Guard are considered veterans if they have been called to active duty.

4.3 Nonveterans – men and women who never served on active duty in the Armed Forces.

4.4 Eligible veteran - a veteran who served on active duty in the Armed Forces for more than 90 consecutive days and received either an honorable discharge or a general discharge under honorable conditions.

### 5. SCOPE

5.1 This Executive Order applies to all City positions and departments except with respect to the hiring of persons for positions subject to Chapter 143 of the Texas Local Government Code or collective bargaining and meet and confer agreements.

Approved:

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## 6. RESPONSIBILITIES

- 6.1 The Human Resources Department will be responsible for contacting local, state, and federal veterans' organizations in order to provide notification of City job openings and for encouraging submission of job applications by qualified members of those organizations.
- 6.2 The Human Resources Department will be responsible for disseminating the announcement that preference in City hiring will be given to eligible veterans.
- 6.3 The Human Resources Department shall develop procedures, as necessary, to implement this Executive Order.

## 7. PROCEDURE

### 7.1 Employment Preference

- 7.1.1 Preference shall be given to eligible veteran applicants provided such persons possess the qualifications necessary for competent discharge of the duties involved in the position applied for, such persons are among the most qualified candidates for the position, the totality of the veteran's qualifications are otherwise equal to or exceed the qualifications of nonveterans applying for the position, and the City's policy of promoting diversity in its workforce continues to be observed.