

PREFERENCE POINTS

According to Arizona Revised Statute (ARS) 38-492, preference points are awarded on an initial scored exam to qualified applicants under four major categories: veteran, disabled veteran, veteran's spouse or surviving spouse, and handicapped person.

Preference points shall be added to the grade earned by the qualified applicant, but only if such individual earns a passing grade without preference.

I. VETERAN (5 points): To qualify for veteran's preference points, you must meet the following stipulations:

- Be a Veteran of the Armed Forces of the United States.
- Separated under honorable conditions.
- Having served 181 consecutive days of active duty.

You must submit Form DD214 or certification from the Veteran's Administration Office. *Section A, ARS 38-492.*

II. DISABLED VETERAN (10 Points): For the purpose of this section, "disabled person" means an individual who has a physical or mental impairment that substantially limits one or more major life activities of the individual or who has a record of such an impairment or is regarded as having such an impairment. To qualify for disabled veteran's preference points, you must meet the following stipulations:

Honorably separated veteran who served active duty in the Armed Forces at any time and has a service-connected disability.

Is receiving compensation or disability retirement benefits under laws administered by the Veteran's Administration, Army, Navy, Air Force, Coast Guard, or Public Health Service.

You must submit Form SF-15 or verifying letter from Veteran's Administration Office with percentage. *Section E, ARS 38-492.*

III. VETERAN'S SPOUSE OR SURVIVING SPOUSE (5 Points): A spouse or surviving spouse of any of the following:

- Any veteran who died of a service-connected disability.
- Any member of the Armed Forces serving an active duty who at the time of application is listed by the Secretary of Defense of the United States in any of the following categories for not less than ninety days:
 1. Missing in Action.
 2. Captured in the line of duty by a hostile force.
 3. Forcibly detained or interned in the line of duty by a foreign government of power.
- A person who has a total, permanent disability resulting from a service-connected disability or any person who died while such a disability was in existence.

You must submit Form DD214 or certification from the Veteran's Administration Office. *Section D, ARS 38-492.*

IV. HANDICAPPED PERSON (5 Points): Anyone who has a physical or mental impairment which substantially limits one or more of his major life activities or has a record of such an impairment or is regarded as having such an impairment.

DEFINITIONS:

- "Handicapped person" means, with respect to employment, a handicapped person who, with reasonable accommodation, can perform the essential functions of the job in question.
- "Physical or mental impairment" means:
 - a. Any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the body systems: neurological; musculoskeletal; special sense organs; respiratory, including speech organs; cardiovascular, reproductive, digestive, genito-urinary, hemic and lymphatic; skin; and endocrine.
 - b. Any mental or psychological disorder, such as mental retardation, organic brain syndrome, emotional or mental illness and specific learning disabilities.
- "Major life activities" means functions such as caring for one's self, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working.

You must have your medical authority submit certification. *Section B, ARS 38-492.*