



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

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|-------------------------------|---|-----------------------|------------------|
| Subject | Hiring Preference Points for Veterans Who Apply for Uniformed Public Safety Positions | Number | 20-14 |
| Originating Department | Office of Human Resources | Effective Date | February 2, 2016 |

Hiring Preference Points for Veterans Who Apply for Uniformed Public Safety Positions

Executive Regulation No. 20-14

COMCOR No. 33-07.01

Issued by: County Executive

Supersedes: Executive Regulation No. 3-10

Authority: Montgomery County Code, 2004, §33-7(b)

Council review: Method 1

Montgomery County Register Volume 32, Issue 5

Comment deadline: May 31, 2015

Effective date: February 2, 2016

Summary: This regulation implements Expedited Bill No. 10-15, the Veterans in Public Safety Employment Act enacted by the Council on April 14, 2015. The regulation amends Section 6 of the 2001 Montgomery County Personnel Regulations by converting the hiring preference given to eligible veterans who apply for County merit uniformed public safety positions in a normal competitive process from priority consideration to a numeric point system.

Address for comments: Office of Human Resources, Executive Office Building, 7th Floor
101 Monroe Street, Rockville, Maryland 20850

Staff contact: Stuart Weisberg, 240-777-5154, or stuart.weisberg@montgomerycountymd.gov

Please use the key below when reading this regulation:

Boldface

* * *

Heading or defined term.

Existing language unchanged by executive regulation.



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SECTION 6. RECRUITMENT AND APPLICATION RATING PROCESS

* * *

6-12. Hiring preference points for initial appointment to a County merit uniformed public safety position.

(a) *Definitions*

- (1) **Hiring preference points:** Numeric points that are added to the passing examination score, or interview rating total, of eligible applicants who apply for County merit positions as uniformed public safety officers in a normal competitive process. When the scoring system for examinations and interviews provides for a maximum score of other than 100, the numeric points to be added will be based on a percentage of the maximum score. This will enable the preference points to carry equal weight regardless of the position applied for.
- (2) **Uniformed public safety position:** Police officer, firefighter/rescuer, or correctional officer.
- (3) **Veteran :** A person who:
 - (A) was honorably discharged or released from a branch of the United States armed services after at least 180 days of active military duty other than for training;
 - (B) was not granted a normal retirement from the United States armed services; and
 - (C) has not already used veteran's credit to receive priority consideration or preference points for appointment to a County merit position.
- (4) **Veteran with a disability:** A person who:
 - (A) meets the definition of veteran contained in (3) above; and



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- (B) is rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more.
- (b) To receive hiring preference points for a uniformed public service position under this section, an eligible applicant must apply for the preference on the application form and must provide the necessary certification or documentation within 14 calendar days after it is requested by OHR.
- (c) *Allocation of hiring preference points*
- (1) veterans with disabilities receive 10 points or 10 percent, whichever is applicable; and
 - (2) veterans without disabilities receive 5 points or 5 percent, whichever is applicable; and
- (d) *Application of hiring preference points to selection process*
- (1) Hiring preference points under this section may be used by an applicant to apply for multiple County uniformed public safety positions. If an applicant obtains an appointment to a County uniformed public safety merit position using the preference points, the points cannot be used again.
 - (2) Preference points cannot be used to help an applicant meet the minimum qualifications for a uniformed public safety merit position.
 - (3) Preference points cannot be used to help an applicant achieve a passing score on an examination. If a written or oral examination is required for the position, an applicant must achieve a passing score before any preference points can be added.
 - (4) Where the department selection process is based solely on a written or oral examination score, the points are added to the applicant's passing examination score.



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(5) Where the department selection process requires an applicant to take a pass/fail examination and all applicants who pass the exam are then interviewed, the points are added to the interview score.

6-13. Selection process. * * *

6-14. Appeals by applicants. * * *

6-15. Noncompetitive Appointment of Persons with Severe Disabilities to County Merit Positions. * * *

Approved: Isiah Leggett
Isiah Leggett, County Executive

Sept 22, 2015
Date

Approved as to form and legality:

Anne T. Windle 8/24/15
Office of the County Attorney Date