

RESOLUTION NUMBER 12-34

A RESOLUTION OF THE DRAPER CITY COUNCIL ADOPTING SECTION 4025 – VETERAN’S PREFERENCE IN HIRING PERSONNEL POLICIES AND PROCEDURES MANUAL

WHEREAS, The City Council from time to time reviews and adopts personnel policies and procedures to assist in the efficient utilization of scarce City resources and the fair and uniform application of requirements regarding City operations and City employees; and

WHEREAS, the City Council has reviewed Section 4025 and has determined a need to add the Veteran’s Preference in Hiring Policy; and

WHEREAS, the City Council finds the addition of this policy is in the best interest of Draper City and the employees of Draper City.

NOW, THEREFORE, be it resolved by the City Council of Draper City, State of Utah as follows:

Section 1. Amendment. The Draper City Council hereby adopts Section 4025 of the Personnel Policies and Procedures Manual to read as attached hereto as Exhibit “A.”


Section 2. Severability. If any section, part or provision of this Resolution is held invalid or unenforceable, such invalidity or unenforceability shall not affect any other portion of this Resolution, and all sections, parts and provisions of this Resolution shall be severable.

Section 3. Effective Date. This resolution shall become effective immediately upon passage by the City Council.

PASSED AND ADOPTED BY THE CITY COUNCIL OF DRAPER CITY, STATE OF UTAH, THIS 4th DAY OF SEPTEMBER, 2012.



ATTEST:


Draper City Recorder

DRAPER CITY

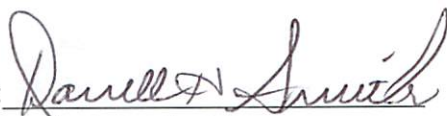
BY: 
Draper City Mayor

EXHIBIT "A"

Section 4025 – VETERAN'S PREFERENCE

General Policy Statement:

It is the policy of the City of Draper to provide a veteran's preference in initial hiring for applicants applying for City employment, in accordance with Utah law

Policy:

1. As defined under Section 71-10-1, Utah Code Annotated, as amended, a veteran is:
 - A) an 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 or retired under honorable conditions; or
 - B) an individual who incurred an actual service-related injury or disability whether or not that person completed 180 days of active duty.
2. In order to be eligible for veteran's preference an individual must be:
 - A) an 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 or retired under honorable conditions;
 - B) a disabled veteran with any percentage of disability;
 - C) the spouse or unmarried widow or widower of a veteran;
 - D) a purple heart recipient; or
 - E) a retired member of the armed forces who retired below the rank of major or its equivalent
3. In accordance with Section 71-10-2, Utah Code Annotated, as amended, the Human Resources Department shall add to the score of a veteran's preference eligible applicant who receives a passing score on an examination, or any rating or ranking mechanism used in selecting an individual for position with the City:
 - A) 5% of the total possible score, if the preference eligible is a veteran;
 - B) 10% of the total possible score, if the preference eligible is a veteran with a disability or a purple heart recipient; or
 - C) in the case of a preference eligible spouse, widow, or widower, the same percentage the qualifying veteran is, or would have been, entitled to.
4. A veteran's preference eligible applicant who applies for a position that does not require an examination, or where examination results are other than a numeric score, shall be given preference in interviewing and hiring for the position.