

New Veterans Preference Policies Adopted by Two Municipalities

The St. Louis Civil Service Commission recently adopted a new veterans' preference policy which grants preference to honorably discharged persons who have served in the Army, Navy, Marine Corps, or Coast Guard during World War II, provided that they meet the minimum requirements imposed in the examination and receive at least a satisfactory grade. Such persons have five points added to their total earned rating in the examination. Disabled veterans receive an additional five points, providing that they have a compensable service-connected disability of at least 10 per cent. Physical requirements established for examinations are waived for veterans in instances where it is evident that a disability possessed by the veteran will not interfere with the performance of the duties of the position.

An unusual feature of the St. Louis rule is a provision whereby a time limit is placed on the granting of veterans' preference. The provisions become inoperative five years after cessation of World War II, or five years after the date of the veteran's release from war service, whichever date is later. The rules also provide that relevant experience gained in military service is to be evaluated and considered in determining qualifications of candidates for positions.

Preference policies adopted by the Detroit Civil Service Commission, which have been endorsed by representatives of Veterans' organizations in the city, represent an effort to award varying amounts of preference to veterans on the basis of their individual military records, rather than following the customary lump-credit policy. Under the Detroit regulations, veterans who achieve a passing grade in an ex-

amination can receive up to a maximum of ten points additional credit, depending on three factors: (a) the over-all length of service; (b) the extent of overseas combat service; and (c) decorations awarded for combat action. Disabled veterans receive further credit up to a maximum of five additional points, depending upon the extent of their disability.

A sliding scale of military preference credit points has been developed for the purpose of augmenting scores of veterans who pass examinations. The schedule is as follows:

a. Length of service in the armed forces between the dates of declaration of war and the cessation of hostilities:

6 months or less.....	1 point
7 to 12 months.....	3 points
13 to 24 months.....	3 points
25 to 41 months.....	4 points
42 months or more	5 points

b. Portion of above creditable time served outside the continental limits of the United States in combat areas:

3 to 5 months.....	1 point
6 to 11 months.....	2 points
12 to 17 months.....	3 points
18 to 23 months.....	4 points
24 months or more.....	5 points

c. Per cent of disability, as rated by the United States Veterans' Administration, on date of examination:

10 per cent.....	1 point
20 per cent.....	2 points
30 per cent.....	3 points
40 per cent.....	4 points
50 per cent.....	5 points

d. Points to be added, not to exceed a total of fifteen for disabled veterans and ten for other veterans, for combat awards including:

Medal of Honor.....	5 points
Distinguished Service Cross,	

(Continued on Page 7)