

Thank you for your interest in joining the City of Surprise Public Safety team. To show our appreciation for their service in the United States Armed Forces, eligible veterans shall receive five additional points on passing recruitment written exam scores. This document will assist interested candidates with understanding the Public Safety Veteran Recruitment Policy's eligibility requirements and processes for the Surprise Fire-Medical and Surprise Police Departments.



## Fire-Medical Veteran Recruitment Policy

### Purpose:

The Surprise Fire and Medical Department supports the efforts of veterans and wishes to attract individuals who have served in the military to public service. Veterans' preference points will be awarded to those individuals that have honorably served in the United States Armed Forces. The preference points are intended to bolster participation of service minded veterans that have developed valuable skills, and that have demonstrated strong work ethics during their service. These points are a reward, in part, for service in defense of the Nation and of the State. The points also serve a compensatory measure for the sacrifice these veterans have made in the postponement or interruption of civilian careers.

### Eligibility:

Applicable to non-promotional Firefighter exams only. Points will only be applied to the final passing written exam. Points cannot change a written exam score from failing to passing or affect in any way the applicant's minimum qualifications for the position.

Proof of eligibility will be provided by attaching a DD-214 at the time of application.

### Process:

Any veteran who served on active duty for six (6) months or longer in any branch of the United States military, has an honorable discharge, and earns a passing score on an entrance employment examination shall be given an additional five (5) points. Veterans entitled to compensation for a service-connected disability are given a total of ten (10) preference points.

Proof of eligibility, a DD214 or certification from the Veteran's Administration, for veteran and/or disability preference points must be submitted at the time of application or examination per Arizona Revised Statute §38-492.

Per Arizona Revised Statute §38-492, a veteran's spouse is given five (5) preference points on a passing score on an entrance examination if the veteran, during active duty as a member of any branch of the United States armed forces, is either missing in action, captured, or forcibly detained by a foreign power; or has a total permanent service-connected disability; or died while having such disability. (i.e., DD214 or certification from the Veteran's Administration must be submitted at the time Proof of eligibility of application or examination).



## Police Veteran Recruitment Policy

The Surprise Police Department supports the efforts of military veterans and actively recruits to public service individuals who have served in the military. Veterans' preference points will be awarded to those individuals who have honorably served in the United States Armed Forces. The preference points program represents a small token of the City of Surprise's appreciation for a veteran's service in defense of the Nation and of the State, and also serves as a compensatory measure for the sacrifice these veterans have made in the postponement or interruption of civilian careers.

### A. Veterans' preference points are applicable to non-promotional Police Recruit written examinations only.

- 1) Points will be applied to the final passing score of the written examination only.
- 2) Points cannot change a written examination score from failing to passing, or affect in any way the applicant's minimum qualifications for the position.

### B. Veterans' Preference Points Eligibility

- 1) Any veteran who has served on active duty for six (6) months or longer in any branch of the United States military, has an honorable discharge, and earns a passing score on the applicable employment written examination shall be given five (5) preference points.
- 2) Veterans entitled to compensation for a service connected disability are given a total of ten (10) preference points.
- 3) Per Arizona Revised Statute §38-492, a veteran's spouse is given five (5) preference points on a passing score of the applicable employment written examination if the veteran, during active duty as a member of any branch of the United States Armed Forces, is either missing in action, captured, or forcibly detained by a foreign power; or has a total permanent service-connected disability; or died while having such disability.
- 4) A DD214 or certification from the Veteran's Administration, for veteran, disability, and/or veterans' spouse preference points must be submitted at the time of application or examination.