

Veterans' Preference Guidelines

Recognizing that sacrifices are made by those serving in the Armed Forces, Washington State has enacted laws to assist veterans seeking State (and political subdivision) employment. Veterans of the Armed Forces as defined in [RCW 41.04.005](#) have been given some degree of preference in appointments to state (and political subdivision) jobs. ([WAC 357-16-110](#))

Veterans' preference is a percentage added to the passing examination score for honorably discharged veterans and disabled veterans. *Discharge must be Honorable. General discharge under honorable conditions does not qualify.* The percent preferences, from RCW 41.04.010 are added as follows:

10 percent:

Ten percent to a veteran who served during a period of war or in an armed conflict as defined in RCW 41.04.005 and does not receive military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations.

5 percent:

Five percent to a veteran who did not serve during a period of war or in an armed conflict as defined in RCW 41.04.005 or is receiving military retirement. The percentage shall be added to the passing mark, grade, or rating of competitive examinations until the veteran's first appointment. The percentage shall not be utilized in promotional examinations.

5 percent:

Five percent to a veteran who was called to active duty while employed with the state or any of its political subdivisions, or municipal corporations. This percentage shall be added to promotional examinations until the first promotion only.

All veterans' scoring criteria may be claimed upon release from active military service.

Important Information

Be sure to answer the questions related to time serving in the Armed Forces when completing your profile and submitting applications.

Still have questions or unsure of what percentage you are eligible for?

Contact us for assistance: HR@tpchd.org, or (253) 798-3567