

Veteran's Preference Notice

In accordance with K.S.A. 73-201, Saline County offers veterans preference in the initial hiring and first promotion of veterans in classified positions if competent to perform those positions. Veterans Preference will not be given to positions filled by elections, Department Heads, temporary or seasonal positions, positions that require licensure (i.e. attorneys), at will employees who serve as the immediate subordinate, secretary or administrative assistant to a person holding an at-will position, a department head position, or an elected position who holds a confidential relationship to the officer, or for any other position exempted from the preference by state law.

A veteran must request the preference by submitting the Veteran's Preference Eligibility Request form and supporting documentation to the Human Resource Division when applying for an open position. In determining competency to perform the position, the hiring authority will make a good faith determination that the person is likely to successfully meet the performance standards of the position based on what a reasonable person knowledgeable in the operation of the position would conclude from all information available at the time the decision is made. The basis for such determination shall include experience, training, education, licensure, certification and/or other factors deemed appropriate to determine overall qualification and ability to successfully meet the performance standards of the position.

Any veteran qualifying for the preference shall not be disqualified from holding any position in such service on account of age or by reason of any physical or mental disability, as long as age or disability does not render the veteran incompetent to perform the duties of the position in which he or she applied. In the event a veteran eligible for the preference, is not hired for the position, the Human Resources Director or a designee shall notify the veteran by certified mail or personal service within thirty (30) days of filling the position.

If a veteran believes that Saline County has not provided the veteran's preference as required by law, he or she may complete an appeal form, included in the written notification and submit it to the Human Resource Division. The appeal form must be submitted to the Human Resources Department within ten (10) days of receiving the written notification. Upon receipt of the written appeal, the Human Resources Director or a designee will meet with the County Administrator or a designee to review the appeal. Within five (5) days of holding the review meeting, the Human Resource Director or designee will submit a written determination to the veteran.