

Veterans and National Guard Preference Policy - History

Date	Change
March 1, 2007	First version/Clarified that eligible spouses and dependents shall not receive additional experience credit for the veteran's unrelated military service. The preference to be given is that the qualified spouse or dependent shall be hired when the spouse or dependent's overall qualifications are substantially equal to the non veterans in the applicant pool. Such preference may be claimed without regard to whether such preference has been claimed previously by the veteran.
July 27, 2007	House Bill 1412 was enacted by the 2007 General Assembly to enhance the preference accorded veterans. The current rule grants such preference in initial employment. The legislation extends this preference to other employment events including subsequent employment, promotions, reassignments, and horizontal transfers
August 1, 2009	In the first paragraph, replaces commas with parentheses around "for reasons other than training" in order to clarify the situations for which preference is granted.
December 1, 2013	HB834 was ratified to change the appeal rights of State employees; therefore, the appeals section is being changed to reflect that claims of the denial of veterans' preference must go through the agency grievance procedures.
October 1, 2020	Policy reviewed by the Recruitment Division to confirm alignment with current practices and by the Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on October 1, 2020. General editorial changes to text, grammar, and language. All changes were minor wording and format changes for clarification.
March 3, 2022	Align current Veterans Preference Policy with statutory changes made during 2021 adding the National Guard.
February 15, 2024	Revised policy to provide clarity and consistency with the North Carolina Administrative Code including: • Adding a footnote to explain how the credit for numerically scored interviews should be applied. • Reformatting Section 6 to include multiple sub-sections, ○ Creating a Section 6.1 that explains how the interview or service credit should be applied through the hiring process; and ○ Moving the Examples to Section 6.2 and removed the gray box; and ○ Creating a Section 6.3 with a sub-heading for Reduction in Force. • Revising the title of Section 7 from "Applying the Preference" to "Applying the Preference During Final Selection for Eligible Veterans or National Guard Members from Outside the State Government Structure" and adding language

	to Section 7 that clarified the final selection priority only applies to applicants outside the state government structure and that it does not apply to current state employees seeking a promotion, transfer or reassignment. Employees seeking a promotion, transfer or reassignment receive no further preference after application of that detailed in Section 6 of the policy. Added as Sources of Authority section and added NCGS 126-80 to 83 as a source of authority.
September 24, 2026 (Effective October 1, 2026)	Updates the policy to reflect changes to veteran's preference enacted by S.L. 2026-40, which replaces Chapter 126 of the General Statutes with Chapter 126A. • Extends Veterans' Preference to spouses of active-duty service members of the Armed Forces. • Removes references to war time and specific war time dates. • Clarifies when certain components of the preference applied only to the Veteran or National Guard member or to all eligible persons, which include spouses and dependents. • Clarifies examples of how to apply credit for unrelated military service. • Updates the policy to use plain language to make it easier to read and understand.