



NATIONAL CONFERENCE OF STATE LEGISLATURES

Veterans Preferences in State Hiring

March 2021

State	Statute Citation	Preference Points Awarded in Initial Examinations/Hiring				State Residency Requirements
		Veterans	Disabled Veterans/POWs	National Guard	Spouse or Surviving Spouse	
Alabama	Ala. Code §36-26-15	Five points	Ten points		Ten points	
Alaska	Alaska Stat. §39.25.150	Five percent	Ten percent	Five percent		
	Alaska Stat. §39.25.159					
Arizona	Ariz. Rev. Stat. §§38-491 <i>et seq.</i>	Five points	Ten points		Five points	
Arkansas	Ark. Stat. Ann. §§21-3-301 <i>et seq.</i>	Five points	Ten points	Five points	Ten points if spouse is disabled	Yes
California	Cal. Govt. Code §§18971 <i>et seq.</i>	Ten points	Fifteen points	Ten points If disabled,	5 or 10 points as specified.	

	Cal. Govt. Code §§19997 <i>et seq.</i>			fifteen points		
Colorado	Colo. Const. Art. XII, §15	Five points	Ten points		Five points	
	Colo. Rev. Stat. §§29-5.5-101 <i>et seq.</i>					
Connecticut	Conn. Gen. Stat. §5-224	Five points	Ten points		Five points If disabled, ten points	
	Conn. Gen. Stat. §7-415					
Delaware	29 Del. Code Ann. §5935	Five points	Ten points		Five points	
District of Columbia	D.C. Code Ann. §1-607.03	Five points	Five additional points		Same as 5 U.S.C. §§2108(3) and 3309(1)	
Florida	Fla. Stat. §110.2135	Five points	Ten points		Five points If disabled, ten points	
	Fla. Stat. §§295.065 <i>et seq.</i>					
Georgia	Ga. Code §§45-2-20 <i>et seq.</i>	Five points	Ten points	Five points as specified		
Guam	4 Guam Code Ann. §4104	Five points	Ten points			Yes
Hawaii	Hawaii Rev. Stat. §76-103	Five to Ten Points			Not Specified	
Idaho	Idaho Code §§65-501 <i>et seq.</i>	Five percentage points	Ten percentage points		Five percentage points If disabled, ten percentage points	Yes
Illinois	Ill. Rev. Stat. ch. 15, §310/10b.7	Five points as specified	Ten points	Three points as specified	Same as the deceased or disabled veteran	
	Ill. Rev. Stat. ch. 15, §410/10b.7	Three points as specified				

	Ill. Rev. Stat. ch. 15, §510/9b.5					
	Ill. Rev. Stat. ch. 20, §415/8b.7					
	Ill. Rev. Stat. ch. 55, §5/3-14021					
	Ill. Rev. Stat. ch. 65, §5/10-1-16					
	Ill. Rev. Stat. ch. 110, §70-36g					
	Ill. Rev. Stat. ch. 330, §§55/0.01 <i>et seq.</i>					
Indiana	Ind. Code §4-15-2.2-32	Ten percentage points				
	Ind. Code §§5-9-3-1 <i>et seq.</i>					
Iowa	Iowa Code §8A.413	Five points	Ten points			No
	Iowa Code §35C.1					
	Iowa Code §400.10					
Kansas	Iowa Code §8A.402 (2010 H.F. 2454) Noncompetitive appointments					
	Kan. Rev. Stat. §§73-201 <i>et seq.</i>	Not specified			Not specified	
Kan. Rev. Stat. §75-2955						
Kentucky	Ky. Rev. Stat. §18a.150	Five points	Ten points	Five points	Ten points as specified	
Louisiana	La. Rev. Stat. Ann.	Five points	Ten points		Five points	

	33, §2416				If disabled, ten points	
Maine	Me. Rev. Stat. Ann. tit. 5, §§7051 <i>et seq.</i>	Five points	Ten points		Five points If disabled, ten points	
Maryland	Md. Public Utilities Code §18-111	Five percent				Yes
Massachusetts	Mass. Gen. Laws Ann. ch. 31, §3	Second on employment list after disabled veterans. Two points for promotional exams	Top of the employment list in order of respective scores. Two points for promotional exams		Surviving spouses third on employment list after disabled veterans and veterans, in order of respective scores	Yes
	Mass. Gen. Laws Ann. ch. 31, §26					
	Mass. Gen. Laws Ann. ch. 41, §112					
	Mass. Gen. Laws Ann. ch. 149, §26					
Michigan	Mich. Comp. Laws §§35-401 <i>et seq.</i>	Not specified				Yes
Minnesota	Minn. Stat. §§43A.11 <i>et seq.</i>	Ten points	Fifteen points		Same as veteran as specified	
	Minn. Stat. §§197.447 <i>et seq.</i>					
Mississippi	Miss. Code Ann. §§25-9-301 <i>et seq.</i>	Five points	Ten Points			
Missouri	Mo. Const. Art. IV, §19	Five points	Ten points		Five points If disabled, five points	
	Mo. Rev. Stat. §36.220					
	Mo. Rev. Stat. §285.237					
Montana	Mont. Code Ann. §§39-29-101 <i>et seq.</i>	Five percentage points	Ten percentage points	Five percentage points	Ten percentage points for “eligible relative”	

Nebraska	Neb. Rev. Stat. §§48-225 <i>et seq.</i>	Five percent	Additional five percent		Five percent	
Nevada	Nev. Rev. Stat. §281.060	Five points	Ten points		Five points	Yes
	Nev. Rev. Stat. §284.260					
New Hampshire	N.H. Rev. Stat. §282-A:115	Five points	Ten points		Spouse: Five points Surviving Spouse of service-connected death: Ten points	Yes
	N.H. Rev. Stat. §§283:1 <i>et seq.</i>					
New Jersey	N.J. Rev. Stat. §§11A:5-1 <i>et seq.</i>	Immediately after disabled veterans in order of respective scores	Top of the employment list in order of respective scores		Same as deceased or disabled veteran as specified	
	N.J. Rev. Stat. §§38A:3-12 <i>et seq.</i>					
	N.J. Rev. Stat. §11A:5-8 Noncompetitive appointments					
New Mexico	N.M. Stat. Ann. §10-9-13.2	Five points	Ten points	Five points If disabled, ten points		
	N.M. Stat. Ann. §20-4-9					
New York	N.Y. Civil Service Law §85	Five points	Ten points			Yes
	N.Y. Civil Service Law §55-c					

	Noncompetitive appointment					
North Carolina	N.C. Gen. Stat. §§126-80 <i>et seq.</i>	Not specified			Not specified	Yes
North Dakota	N.D. Cent. Code §§37-19.1-01 <i>et seq.</i>	Five points	Ten points		Same as deceased or disabled veteran as specified	Yes
Ohio	Ohio Rev. Code §124.23	Twenty percent		Twenty percent		Yes
	Ohio Rev. Code §124.26					
	Ohio Rev. Code §5903.11					
Oklahoma	Okla. Stat. tit. 72, §§401 <i>et seq.</i>	Five points	Ten points		Five points	Yes
	Okla. Stat. tit. 74, §840-4.14 Competitive and noncompetitive appointments					
Oregon	Or. Rev. Stat. §§408.225 <i>et seq.</i>	Five points	Ten points	Five points, If disabled, ten points		
Pennsylvania	Pa. Cons. Stat. tit. 51, §§7101 <i>et seq.</i>	State: Ten points Municipal: Fifteen percent			Same as deceased or disabled veteran	
	Pa. Stat. tit. 53, §23431					
	Pa. Stat. tit. 53, §39405					
Puerto Rico	29 L.P.R.A. §737	Ten percent				

Rhode Island	R.I. Gen. Laws §§30-21-1 <i>et seq.</i>	Not specified				Yes
South Carolina	S.C. Code Ann. §1-1-550	Not specified				
South Dakota	S.D. Codified Laws Ann. §§3- 3-1 <i>et seq.</i>		A veteran who has a service- connected disability shall be given a preference over a nondisabled veteran.		Same as deceased or disabled veteran as specified	Yes
Tennessee	Tenn. Code Ann. §8-30-307	Veterans must be invited to interview. If all else is equal, preference will be given to the veteran for the position.	Veterans must be invited to interview. If all else is equal, preference will be given to the veteran for the position.		Not specified	Yes
	Tenn. Code Ann. §8-30-320					
Texas	Tex. Govt. Code §656.027	Ten points	Fifteen points		Same as deceased or disabled veteran as specified	
	Tex. Govt. Code §§657.001 <i>et seq.</i>					
Utah	Utah Code Ann. §§71-10-1 <i>et seq.</i>	Five percent	Ten percent		Same as deceased or disabled veteran	
Vermont	Vt. Stat. Ann. tit. 20, §1543	Five points	Ten points		Ten points	
Virginia	Va. Code §2.2- 2903	Five percent	Ten percent	Five percent If disabled, ten percent	Five percent	
	Va. Code §15.2- 1509					

Washington	Wash. Rev. Code §41.04.010	Five or ten percent as specified	Five or ten percent as specified		Not specified	
	Wash. Rev. Code §73.16.010					
West Virginia	W. Va. Code §6- 13-1	Five points	Ten points			
	W. Va. Code §§9A- 4-1 <i>et seq.</i>					
Wisconsin	Wis. Stat. §230.16	Ten points	Fifteen to twenty points, as specified	Ten points	Not specified	
	Wis. Stat. §230.275 Noncompetitive appointments					
Wyoming	Wyo. Rev. Stat. §19-14-102	Five points	Ten points		As specified	Yes