

TO: All Personnel Manual Holders

FROM: Allison Dunbar
Director,
Human Resources Division

SUBJECT: Addendum to PD-71, "Selection System Procedures" (rev. 13)

Effective September 1, 2023, PD-71, "Selection System Procedures" (rev.13) is revised to expand veteran's employment preference to the spouse of a military veteran provided conditions established by Senate Bill 1376 are met.

PROCEDURES:

XIV. Selecting an Applicant

B. Factors for Consideration

5. Foster child employment preference and veteran's employment preference, if all other factors taken into consideration are equal.

If an applicant entitled to foster child employment preference is equally qualified with an applicant entitled to veteran's employment preference, the applicant entitled to the foster child employment preference shall be selected for the position.

If all factors taken into consideration are equal, and more than one applicant is eligible for the veteran's employment preference, the applicants shall be selected in the following order of priority:

- (1) a veteran, including a veteran with a disability;
- (2) a veteran's surviving spouse who has not remarried;
- (3) an orphan of a veteran if the veteran was killed while on active duty;
- (4) the spouse of a member of the U.S. armed forces or Texas National Guard serving on active duty;
- (5) the spouse of a veteran if the spouse is the primary source of income for the household and the veteran has a total disability rating based either on having a service-connected disability with a disability rating of at least 70% or on individual unemployability.

All human resources representatives are requested to post this email addendum in a common use area. All personnel manual holders are requested to insert this email addendum in front of PD-71. PD-71 is currently in revision to include this procedural change.

If you have any questions, please contact Lindsey Harding, Manager V, Compliance, at 936-437-4060.

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