

A Message from  
ILLINOIS ATTORNEY GENERAL  
**KWAME RAOUL**

Your dedication to serving the United States in the armed forces has earned you a number of rights and benefits.

By virtue of being a veteran in the State of Illinois, you may be entitled to preference in hiring or promotion within public employment. The Illinois Personnel Code (20 ILCS 415/8b.7) grants preference in entrance examinations for state employment in the form of points to qualified persons, while the Illinois Municipal Code (65 ILCS 5/10-1-16) grants preference in hiring and promotion at the local level.

In this brochure, you will find an explanation of each code and how it may apply to you. If you require further assistance with obtaining the rights and benefits you have earned, please call my Veterans Helpline at 1-800-382-3000 (7-1-1 relay system). Experienced staff in my office are standing by to assist you.

Thank you for your service to our country.

Sincerely,



Kwame Raoul  
Illinois Attorney General



**KWAME RAOUL**  
ILLINOIS ATTORNEY GENERAL

For more information concerning service member employment rights, please contact us or visit our website.

**Military and Veterans Rights Helpline**  
1-800-382-3000

Individuals with hearing or speech disabilities can reach us by using the 7-1-1 relay service.

Military and Veterans Rights Bureau  
Office of the Attorney General  
115 South LaSalle  
Chicago, IL 60603

Military and Veterans Rights Bureau  
Office of the Attorney General  
201 West Pointe Drive, Suite 7  
Belleville, IL 62226

<https://illinoisattorneygeneral.gov/rights-of-the-people/military-and-veterans-rights/>



# ILLINOIS VETERANS RIGHTS

## Hiring & Promotion Preference Within State & Local Government



**KWAME RAOUL**  
ILLINOIS ATTORNEY GENERAL

## ILLINOIS PERSONNEL CODE

*Do I qualify for preference in hiring in state employment?*

### Preference Points in Hiring

The following point structure applies to veterans applying for employment with a state agency that falls under the Office of the Governor. The points discussed below are added to the final grade received as long as the grade is a qualifying grade.

**10 Preference Points:** A veteran is qualified for a preference of 10 points if he/she currently holds proof of a service connected disability from the U.S. Department of Veterans Affairs or an allied country, or if the veteran is a recipient of the Purple Heart.

**5 Preference Points:** A veteran is qualified for a preference of 5 points if he/she served during a time of hostilities with a foreign country and:

- Served for at least 6 months and was discharged under honorable conditions;
- Served for the duration of the hostilities regardless of the length of engagement;
- Was discharged on the basis of hardship; or
- Was released from active duty because of a service connected disability and was discharged under honorable conditions.



**3 Preference Points:** A veteran is qualified for 3 points if he/she served in the armed forces of the United States, the Illinois National Guard, or any reserve component of the armed forces of the United States and:

- Served for at least 6 months and was discharged under honorable conditions;
- Was discharged on the ground of hardship; or
- Was released from active duty because of a service connected disability and was discharged under honorable conditions.
- Served a minimum of 4 years in the Illinois Guard or a reserve component; including service members who are still actively serving.

### Promotional Points

The Illinois Personnel Code does not grant promotional preference points.

### Preferences for Veteran's Spouse

**10 points** will be given to the spouse of a veteran who suffered a service connected death or a service connected disability that prevents the veteran from qualifying for civil service employment.

This spouse cannot be remarried at the time of hiring.

### Preferences for Veteran's Parent

**10 points** will be given to one parent of an unmarried veteran who suffered a service connected death or a service connected disability that prevents the veteran from qualifying for civil service employment.

Veterans, spouses and parents should also consult Title 95 of the Illinois Administration Code for additional benefits they may be entitled to receive.

## ILLINOIS MUNICIPAL CODE

*Do I qualify for preference in hiring or promotion in municipal employment?*

### Preference Points for Appointment

The following point structure applies only to those applying for employment with a municipality.

Persons engaged in the active military or naval service of the U.S. for a period of at least one year who were honorably discharged will receive 5 preference points and shall be preferred for appointment to civil offices, positions, and places of employment in the classified service of any municipality that falls under the Illinois Municipal Code.

### Promotional Points

The Illinois Municipal Code grants promotional preference points. To qualify, veterans must have engaged in the active military or naval service of the U.S. for a period of at least one year before being honorably discharged. Such veterans shall be preferred for promotional appointment to civil offices, positions, and places of employment in the classified civil service of any municipality under this code.

- The qualifying veteran is entitled to seven-tenths of one point for every 6 months or fraction thereof of active military or naval service not exceeding 30 months.
- The qualifying veteran can use these points towards only one promotion.