

FEDERAL CAREER INTERN PROGRAM (FCIP) VETERANS' PREFERENCE

The agency adjudicates veteran preference claims based on the documentation submitted by the applicant at the time of application. These documents include the [DD-214 \(Certificate of Release or Discharge from Active Duty\)](#) and, for applicants claiming 10-point veteran preference, [SF 15 \(Application for a 10-point Veteran Preference\)](#).

Veterans' Preference in Agency Hiring Decisions

In applying veterans' preference, the selecting official must make a selection from the **highest** available **preference category** if at least three veterans' preference candidates remain in that group. When fewer than three candidates remain in the highest category, consideration may be expanded to include the next category.

Veterans' Preference Categories

The veteran preference categories, in order of the highest to the lowest are:

VETERAN PREFERENCE CATEGORIES		
Code	Points	Description
CPS	10	Compensable preference based on a service-connected disability of 30% or more
CP	10	Compensable preference based on a service-connected disability of 10% or more, but less than 30%
XP	10	Other preference granted to recipients of the Purple Heart, persons with a non-compensable service-connected disability (less than 10%), widow/widower or mother of a deceased veteran, or spouse or mother of a disabled veteran.
TP	5	Preference (i.e., other types of qualifying military service)
NV	0	Non-veteran

Additional Information

Title 5, Code of Federal Regulations [302.304](#) and [302.401](#) (<http://www.gpoaccess.gov/cfr/index.html>)

Office of Personnel Management VetsInfo Guide <http://www.opm.gov/veterans/html/vetsinfo.asp>

Department of Labor's Veterans' Preference Advisor <http://www.dol.gov/elaws/vets/vetpref/vetspref.htm>

*This flysheet is for informational purposes only and does not supersede the law, regulations issued by the Office of Personnel Management, or agency policies.