

MEMORANDUM FOR DIRECTORS OF PERSONNEL

FROM: CAROL J. OKIN (...*signed May 16, 2000*)
ASSOCIATE DIRECTOR
FOR EMPLOYMENT

SUBJECT: Veterans' Preference for Service in Kosovo

President Clinton issued Executive Order 13154 on May 3, 2000, establishing the Kosovo Campaign Medal. The Campaign Medal will be awarded to Members of the Armed Forces for service in Kosovo or its contiguous waters or airspace **after** March 24, 1999, and **before** a terminal date yet to be set by the Secretary of Defense. The Secretaries of each of the military departments will decide who is eligible to receive the medal.

Recipients of a campaign medal are eligible for veterans' preference if they served for at least 24 months and were released from active duty under honorable conditions. Reservists are eligible if they were released under honorable conditions for the full period for which ordered or called to active duty. Veterans with compensable service-connected disabilities, or those who were discharged or released from active duty are exempt from the minimum service requirement for:

- a disability incurred or aggravated in line of duty, or
- for hardship or other reasons under 10 U.S.C. 1171 or 1173.

Please note that the Executive order specifies that "any such member may be awarded the Kosovo Campaign Medal in lieu of the Armed Forces Expeditionary Medal (AFEM), or the Armed Forces Service Medal, but no person may be awarded more than one of these three medals by reason of service in Kosovo ..." The Department of the Army informed us that the Campaign Medal was awarded *instead* of an AFEM, and that no AFEM will be awarded for Kosovo.

Employees who wish to claim veterans' preference or to claim service credit based on their service in this campaign should submit the appropriate documentation showing the award of the campaign medal to their personnel office.