The Access to City Employment (ACE) Program provides an alternative route to permanent City employment for individuals and veterans with disabilities.

**Program Eligibility:**

1. **ACE Certification**
   - a. Obtain a Certificate of Disability from the CA Department of Disability
   - OR
   - b. Veterans Preference Letter from Veterans Affairs

2. **Apply Online**
   - a. Make sure you meet the Minimum Qualifications
   - b. Attach your COD OR Veterans Preference Letter

3. **Application Review**
   Our ACE Analyst will review your application

4. **Next Steps**
   Applicants who meet the minimum qualifications will be sent for review when there is a vacancy

**Benefits to Job Seekers:**
- Apply for permanent positions without taking an exam
- Expedited hiring process
- Support with accommodations

**Documents you'll need:**
- Certificate of Disability
- Veterans Preference Letter
- Additional Supporting Documentation
- Work History Verification
Obtain ACE Certification

1. Connect with the California Department of Rehabilitation
   a. Email ACECODRequest@dor.ca.gov to request COD
   b. The Certificate of Disability is valid for one calendar year from the issue date

2. Veteran Affairs
   a. Eligible Veterans can obtain a Veteran's Preference Letter from https://www.va.gov/records/download-va-letters/

San Francisco District Office

455 Golden Gate Ave. #7727
San Francisco, CA 94102
(415) 802-2330

Greater East Bay Office

1485 Civic Court #1100
Concord, CA 94520-5211
(925) 602-3953

For more information about the ACE Program, visit https://sfdhr.org/access-to-city-employment or email DHR-ACEProgram@sfgov.org