



March 12, 2015

**Clackamas County Board of Commissioners**  
**Policy Position**  
**SB 87: Relating to preference for veterans in public employers’**  
**employment selection processes**

**Clackamas County supports SB 87:** The Board of County Commissioners supports SB 87, which clarifies the law regarding the requirement that public employers grant preference to veterans and disabled veterans.

This legislation clarifies when public employers are required to apply the preference for veterans and disabled veterans and to whom an interview is to be provided. The bill also creates provisions that allow for flexibility in the various types of selection processes that public employers use – namely, a tested and scored selection process and a sorted or ranked selection process. Clackamas County often uses a "banded" selection process, which we are interpreting as a "sorted" selection process per the language of the bill.

Clackamas County strives to ensure that our entire veteran’s community receives the support and opportunity earned by their service and sacrifice – including those veterans in need of homes and jobs. Performance Clackamas, the County’s strategic plan, sets a goal of reducing veteran homelessness by 50% by 2019. Further, the Board of Commissioners is adamant that veterans have earned an opportunity to ease their transition back into civilian life through employment opportunities. SB 87 recognizes the skills, education, and experience that veterans and disabled veterans have obtained through their service and allows public employers to take those skills into consideration in the recruitment process.

SB 87 provides public employers, such as Clackamas County, sufficient flexibility to use various selection processes and to consistently apply a preference for veterans and disabled veterans. Clackamas County urges a “yes” vote on SB 87.

Please contact Chris Lyons at [clyons@clackamas.us](mailto:clyons@clackamas.us) for more information.