



**Senate Committee on Veterans and Emergency Preparedness  
Testimony on Senate Bill 87 -3 Amendments | April 21, 2014**

Senate Bill 87 is an important bill for veterans, public employers and the public because it provides a fair, clear and meaningful method for applying veterans' preference in the hiring process. Existing veterans' preference statutes are unclear, confusing and provide no guidance on implementation for employers.

**The purpose of the -3 amendments to SB 87 is to establish a minimum and maximum number of veterans to interview.**

Senate Bill 87 requires employers to interview a minimum of the five highest ranked veterans:

The number of applicants selected for an initial interview is in the public employer's sole discretion but **must include a minimum of the five highest-ranked applicants on the compiled list who are veterans and disabled veterans**. If the list includes fewer than five applicants who are veterans or disabled veterans, the public employer shall offer initial interviews to all of the applicants who are veterans or disabled veterans, if any, on the compiled list.

The -3 amendments add language to these provisions and state the public employer shall interview no more than 10 percent of the highest ranked veteran applicants, not to exceed 10 veterans.

This amendment places a ceiling on the number of veterans the employer must interview, which is consistent with the overall purpose of SB 87 as introduced of creating clear and uniform methods of applying preference for all public employers.

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