

Oregon

Veterans' Preference

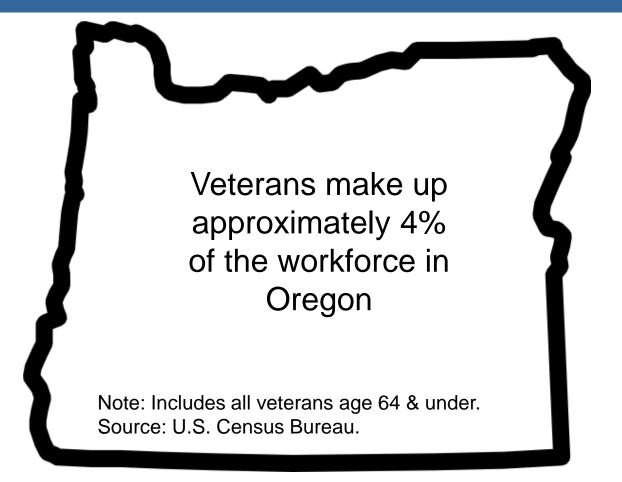
Current Executive Branch Process

Presented by: Madilyn Zike (State CHRO) and Twyla Lawson (Sr. HR Consultant), DAS

Date: May 19, 2015 before the House Committee on Veterans and Emergency Preparedness



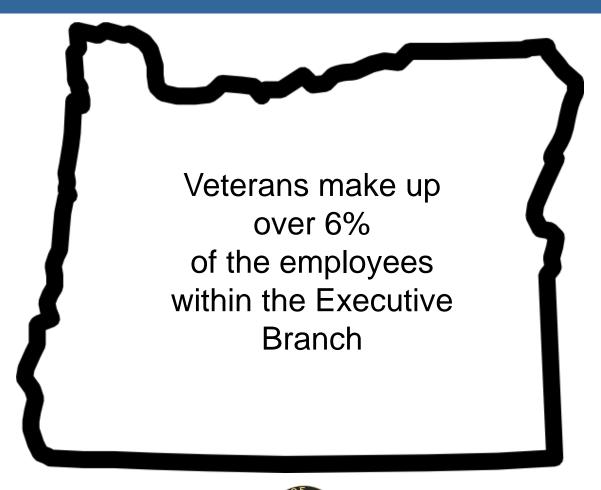
Oregon Veteran Workforce







Oregon Executive Branch Workforce







Executive Branch Results

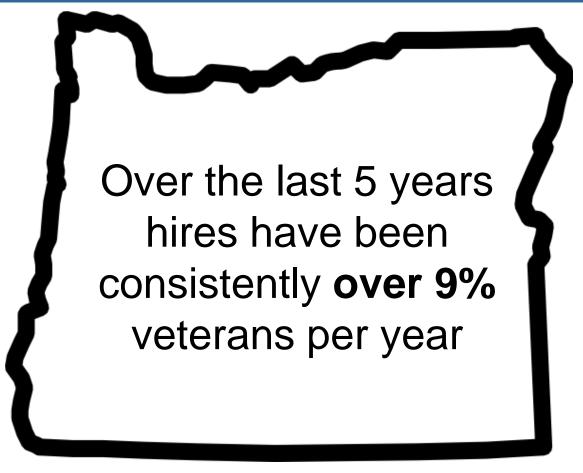
In a recent one year snapshot the state:

- Received just under 300,000 applications
- For **7,500** job postings
- 8.8% of applicants were veterans
- 9.3% of hires were veterans





Executive Branch Results







Process

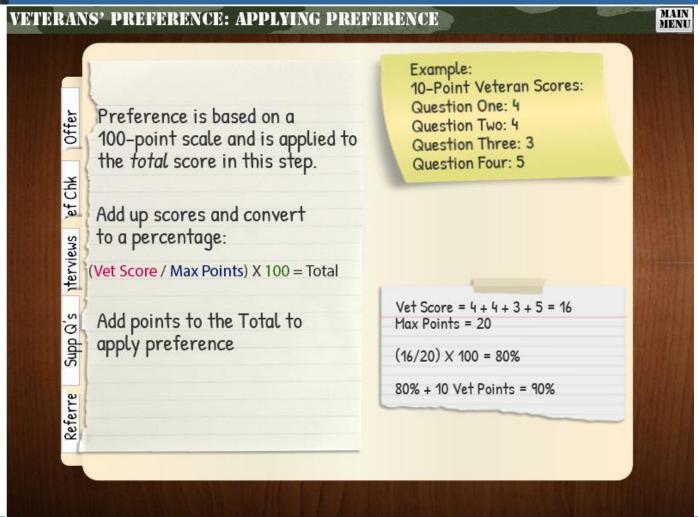
OAR 105-040-0015 provides the following requirements:

- Interview all applicants who meet the minimum qualifications; or
- Select a group of veterans who most closely match the agency's purpose in filling the position. Considered along with non-veteran applicants who closely match without receiving preference. This group can be determined by examinations that are:
 - Scored OR
 - Un-scored



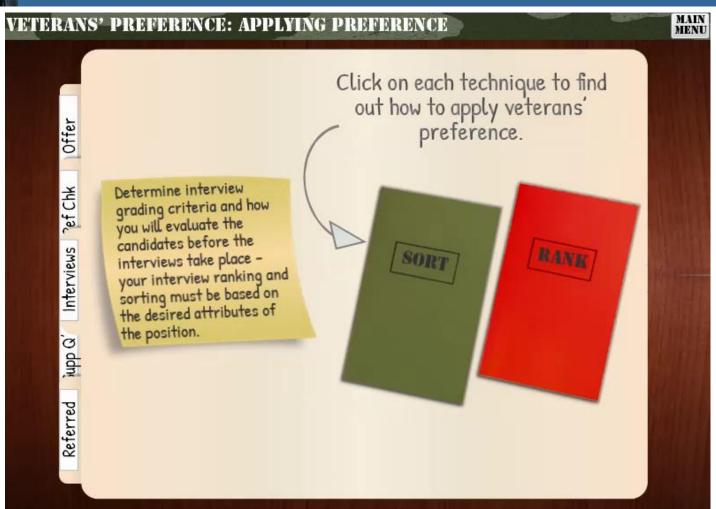


Training - Scored



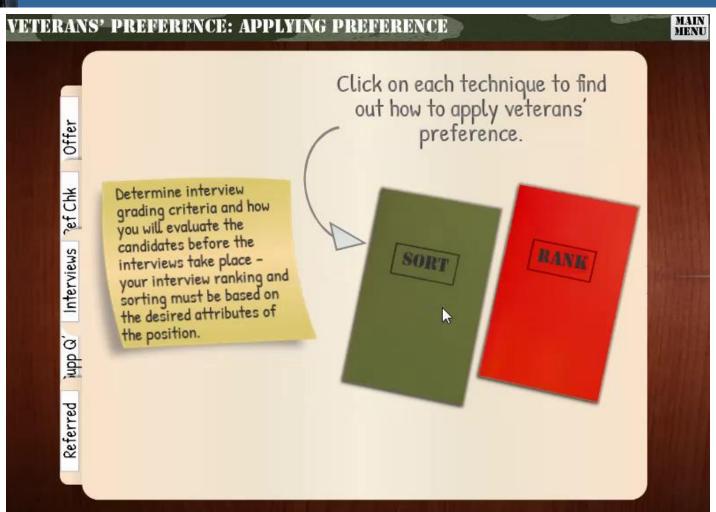


Training — Un-scored, Sorting





Training — Un-scored, Ranking





Current Veterans' Preference Laws

- Greatest Challenges with:
 - ORS 408.225;
 - ORS 408.230; and
 - ORS 408.237





SB 87-A

- Observations
- Potential Impacts
- Ambiguous language
 - In Section 5.(7) the tested and scored section, has the word "rank" five times. However, the second process provided in (8) is the sorted and ranked process.
 - We recommend replacing the word "rank" with the word "score(ed)" in Section 5.(7) of the bill and removing the definition of "Rank Order" in Section 2.





Questions?

