



# Oregon

## Veterans' Preference

### Current Executive Branch Process

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# Oregon Veteran Workforce

Veterans make up  
approximately 4%  
of the workforce in  
Oregon

Note: Includes all veterans age 64 & under.  
Source: U.S. Census Bureau.





# 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

Over the last 5 years  
hires have been  
consistently **over 9%**  
veterans per year





# 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

## VETERANS' PREFERENCE: APPLYING PREFERENCE

MAIN  
MENU

Offer

Preference is based on a 100-point scale and is applied to the *total* score in this step.

Ref Chk

Add up scores and convert to a percentage:

Interviews

$$(\text{Vet Score} / \text{Max Points}) \times 100 = \text{Total}$$

Supp Q's

Add points to the Total to apply preference

Referr

Example:  
10-Point Veteran Scores:  
Question One: 4  
Question Two: 4  
Question Three: 3  
Question Four: 5

$$\text{Vet Score} = 4 + 4 + 3 + 5 = 16$$
$$\text{Max Points} = 20$$

$$(16/20) \times 100 = 80\%$$

$$80\% + 10 \text{ Vet Points} = 90\%$$





# Training – Un-scored, Sorting

## VETERANS' PREFERENCE: APPLYING PREFERENCE

MAIN MENU

Offer

Ref Chk

Interviews

Supp Q

Referred

Determine interview grading criteria and how you will evaluate the candidates before the interviews take place - your interview ranking and sorting must be based on the desired attributes of the position.

Click on each technique to find out how to apply veterans' preference.







# Training – Un-scored, Ranking

## VETERANS' PREFERENCE: APPLYING PREFERENCE

MAIN MENU

Offer

Ref Chk

Interviews

Supp Q

Referred

Determine interview grading criteria and how you will evaluate the candidates before the interviews take place - your interview ranking and sorting must be based on the desired attributes of the position.

Click on each technique to find out how to apply veterans' preference.





# 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?

