

**SB 332 -1 STAFF MEASURE SUMMARY**

**Senate Committee On Workforce**

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**Prepared By:** Ellen Osoinach, LPRO Analyst

**Meeting Dates:** 2/5, 3/28, 4/2, 4/4

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**WHAT THE MEASURE DOES:**

Requires public employer to give interview to veteran who meets minimum qualifications and special qualifications regardless of how or where veteran obtained skills. Eliminates exemption allowing public employer to omit mandatory interview of veterans if interview is only as part of process of selecting from ranked eligibility list. Declares emergency, effective on passage.

**ISSUES DISCUSSED:**

- Department of Administrative Services training using Veteran's Preference Hiring Guide

**EFFECT OF AMENDMENT:**

-1 Replaces the original measure. Requires a public employer to interview every qualified veteran who has applied for a position performed by only one person within the organization even if the public employer used an eligibility list to rank applicants.

**BACKGROUND:**

Current law requires public employers to interview each veteran who meets the minimum and special qualifications for a civil service position unless the employer utilized an eligibility list. An "eligibility list" refers to the practice whereby a public employer ranks applicants based on their performance on tests and considers applicants in ranked order. In cases where the public employer selects applicants for interview from an eligibility list, the public employer can elect not to interview every veteran who has applied. Senate Bill 332-1 requires a public employer to interview every qualified veteran who has applied for a position performed by only one person within the organization even if the public employer used an eligibility list to rank applicants.