



PERSONNEL CABINET

501 High Street, 3rd Floor
Frankfort, Kentucky 40601
Phone (502) 564-7430
Fax (502) 564-7603
www.personnel.ky.gov

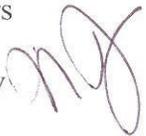
Steven L. Beshear
Governor

Nikki R. Jackson
Secretary

MEMORANDUM

PERSONNEL MEMO 08-18

TO: Cabinet Secretaries
Agency Heads
Constitutional Officers
Personnel Administrators

FROM: Nikki Jackson, Secretary 

DATE: July 21, 2008

SUBJECT: Veterans' Preference for State Hiring – Emergency Regulation

I am pleased to announce that the Personnel Cabinet has filed an Emergency Regulation to immediately implement a system of Veterans' Preference with state hiring. The Personnel Cabinet partnered with the Department of Veterans Affairs to ensure that veterans and their families continue to receive the preference they have earned through their dedicated military service and sacrifice.

The previous method of awarding Veterans' Preference was to provide an additional five (5) points to a veteran's selection method score, pursuant to KRS 18A.150. However, on May 16, 2008, with the support of all agencies, the Personnel Cabinet eliminated the testing selection method. This amendment is necessary to comply with the spirit and intent of KRS 18A.150.

Effective today, July 21, 2008, the following requirements shall apply to all classified positions:

When a register is certified to a state agency for employment consideration, all applicants who qualify for Veterans' Preference will be identified with a "V" in the "Veterans' Preference" column by the Personnel Cabinet.

An employing agency shall offer an interview to at least five (5) individuals identified on a register as entitled to Veterans' Preference, including current state employees. If there are fewer than five (5) individuals entitled to Veterans' Preference on the register, the employing agency shall offer an interview to all individuals who qualify for Veterans' Preference.



An Equal Opportunity Employer M/F/D

If an individual entitled to Veterans' Preference has been interviewed for a job vacancy in the same classification, the same work county, and by the same employing agency within the previous six (6) months, the employing agency is not required to offer that individual an interview.

The following individuals will qualify for Veterans' Preference, once the appropriate documentation is supplied to the Personnel Cabinet:

- Any person who has served in the active military, military reserves or National Guard and was discharged or released from duty with an Honorable Discharge, Discharge Under Honorable Conditions or a General Discharge.
- Any current member of the active military, military reserves or National Guard.
- The spouse of a person who has served in the active military, military reserves or National Guard and was discharged or released from duty with an Honorable Discharge, Discharge Under Honorable Conditions or a General Discharge, when the veteran's service-connected disability disqualifies the veteran for positions along the general line of the veteran's usual occupation. In such a case, the spouse loses the right to preference if the disabled veteran recovers.
- Until remarriage, the surviving spouse of a person who has served in the active military, military reserves or National Guard and was discharged or released from duty with an Honorable Discharge, Discharge Under Honorable Conditions or a General Discharge. This includes the surviving spouse of any military personnel who died while in the Armed Forces, unless circumstances surrounding the death would have been cause for an Other than Honorable Discharge.
- A parent totally or partially dependent on a person who has served in the active military, military reserves or National Guard and lost their life under honorable conditions while on active duty or active duty for training purposes or became permanently and totally disabled as a result of service-connected disability.

Confirmation of compliance with this emergency amendment will occur within the Division of Career Opportunities, Department of Personnel Administration, Personnel Cabinet.

If you have any questions, please contact Director Barbara Barnes, Division of Career Opportunities (502) 564-5173 or Barbara.Barnes@ky.gov.