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## MEMORANDUM

## PERSONNEL MEMO 19-07

**To:** Constitutional Officers  
Cabinet Secretaries  
Agency Heads  
HR Administrators

**From:** Thomas B. Stephens, Secretary 

**Date:** June 27, 2019

**Re:** KRS 18A.150, Veteran's Preference

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On March 26, 2019, Governor Bevin signed into law HB 338, which amends KRS 18A.150, the veteran's preference statute. These changes will become effective June 27, 2019. The amendments to KRS 18A.150 encourage greater veteran participation in our workforce and include the following:

- Replaces preference points with interview preference for current or former members of the Armed Forces, Reserves, or National Guard, unmarried widows or widowers, or totally or partially dependent parents;
- Extends interview preference to spouses of current or former members of the Armed Forces, Reserves, or National Guard, rather than the previous limited preference to spouses of disabled veterans;
- Applies only to competitive classified (merit) position vacancies for initial appointments (not internal mobility positions); and
- Clarifies that the candidate must meet the minimum qualifications for the job classification to receive interview preference, avoiding the inconvenience and false impressions created by extending interviews to those candidates who do not meet the minimum qualifications.

HR Administrators are aware of these changes and have received detailed guidance for implementation. Questions may be directed to Mary Elizabeth Bailey, Commissioner, Department of Human Resources Administration at [MaryE.Bailey@ky.gov](mailto:MaryE.Bailey@ky.gov).