

**EXECUTIVE ORDER NO.**

**REPORT OF EMPLOYMENT OF VETERANS BY THE STATE OF OREGON**

Veterans have served this country with distinction. They have put their civilian lives on hold while they responded to the Nation's call to arms. A civilian job is essential to a veteran's reintegration into civilian life. Veterans' preference seeks to restore veterans to a favorable competitive position for employment, and acknowledges the larger obligation owed to disabled veterans.

Effective June 20, 2007, Senate Bill 822 established a system of veterans' preference in hiring for certain Oregon public service positions. That statute has been implemented by Oregon Revised Statutes 408.225-235 and Oregon Administrative Rules 839-006-0435 through 839-006-0470.

Oregon's veterans' preference system recognizes the sacrifices veterans have made in the defense of America's democratic principles. It also recognizes that veterans constitute a uniquely qualified recruitment source. Therefore, as Oregon hires to maintain an effective work force, veterans will be given priority in recruitment outreach programs.

The effectiveness of recruitment programs for veterans, of which the preference system is an adjunct, is reflected primarily by the numbers of veterans employed. To measure such effectiveness, this Order directs that all Department heads, and heads of independent agencies, subject to the preference system, shall report annually on the employment of veterans in his or her organization.

**NOW THEREFORE, IT IS HEREBY DIRECTED AND ORDERED:**

1. Each Department head and head of each independent agency subject to ORS 408.225-230 and OAR 839-006-0435 – 839-006-0470 shall submit annually a report on his or her employment program for veterans. The first report shall be submitted to the Director of Administrative Services not later than the first working day of January 2012, and shall be submitted on that day each year thereafter. The report shall cover the 12 months ending 30 November of the preceding calendar year.

2 The report shall include the following information:

- a. The number of veterans employed at the beginning of the reporting year, with the number of disabled veterans shown in parentheses.
- b. The number of veterans appointed during the reporting year, with the number of disabled veterans shown in parentheses.
- c. The number of veterans employed on the last day of the reporting year, with the number of disabled veterans shown in parentheses.
- d. The report shall explain any decrease (or significant increase) in the number of veterans employed, and will describe any special recruitment outreach efforts.

3. The Director of Administrative Services shall submit a consolidated report to the Governor not later than the first work day of February. The first report is due the first workday of February 2013 and on that day annually thereafter. A copy of the report shall be submitted to the President of the Senate and to the Speaker of the House. A copy will be made available to the public on the Governor's website.

Done at Salem, Oregon this