

**DEPARTMENT OF ADMINISTRATIVE & FINANCIAL SERVICES
Bureau of Human Resources**

July 11, 2016

CIVIL SERVICE BULLETIN 8.22

TO: All Agency Heads, Agency Human Resource/EEO Representatives

SUBJECT: Veteran Preference - New Law and Policy

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In the last legislative session (the Second Regular Session of the 127th Maine Legislature), Chapter 438 of the Public Law repealed the current veteran preference statute and replaced it with a new, more widely applicable preference. The new law (Title 5 M.R.S., Section 7054-B) provides that, in filling any position in the classified service, the employing agency shall offer an interview to any veteran or gold star spouse who meets the minimum qualifications established for the position. This law becomes effective on July 29, 2016.

This preference applies to all positions in the classified service, whether filled using the Bureau of Human Resources' employment registers (also known as the "competitive" process), or through a direct hire process. In all cases, any qualified veteran or gold star spouse who applies and qualifies for a vacancy must be offered an interview. Please ensure that managers responsible for recruitment activities are aware of these requirements.

In order to ensure consistency in the application of this preference, the Human Resources divisions of each of the Service Centers and agencies have designated a staff member to serve as the point-person for inquiries regarding application of the veteran preference. Information and training has been provided.

In addition to this new preference, Executive Order 2016-002 directs the Bureau of Human Resources to develop a policy by which any veteran who applies for a job with the State of Maine, self-identifies as a veteran or service member during the application process, and is ultimately not hired for that job receives guidance on other State of Maine openings for which that veteran may qualify to apply. In accordance with that directive, any veteran who applies for a job with the State of Maine and is not selected for that job should be referred to the Bureau of Human Resources at (207) 624-7761 or at www.maine.gov/bhr if they would like guidance on other State of Maine openings for which they may be qualified to apply.

s/ Joyce A. Oreskovich

Joyce A. Oreskovich, Director
Bureau of Human Resources



OFFICE OF
THE GOVERNOR

NO. 2016-002
DATE March 17, 2016

**AN ORDER TO PROMOTE THE HIRING OF SKILLED VETERANS IN THE STATE
OF MAINE**

WHEREAS, veterans have gained valuable trade skills in the course of serving in the armed forces of the United State of America;

WHEREAS, in order to ensure that people who work in certain trades are competent, the State of Maine mandates that people who work in certain trades obtain the appropriate licensure;

WHEREAS, it would benefit veterans and the State of Maine to have a process whereby veterans who have gained skills can obtain the appropriate licensure;

WHEREAS, such a process is underway and it is necessary to examine the progress of that effort;

WHEREAS, the State of Maine is an employer that is interested in employing more veterans who are qualified to perform the work of the State;

NOW, THEREFORE, I, Paul R. LePage, Governor of the State of Maine, hereby order as follows:

1. The Governor's Veterans' Licensing Review Panel is hereby established;
2. The membership of the Review Panel shall consist of nine (9) persons appointed by the Governor including:
 - a. The Commissioner of the Department of Professional and Financial Regulation, who shall serve as chair;
 - b. The Adjutant General or the General's designee from the Maine Army or Air National Guard;
 - c. The Director of the Bureau of Veterans Services or the Director's designee;


- d. The Director of the Bureau of Human Resources or the Director's designee;
- e. A member representing the Department of Labor;
- f. A member representing the Office of the Secretary of State;
- g. A member representing the Community College system;
- h. A member representing the University of Maine system;
- i. A member who serves on a licensing board in a medically-related field or a staff member designated by one such board; and
- j. A member who serves on one of the other licensing boards or a staff member designated by one such board;

All Review Panel members shall serve at the pleasure of the Governor and all members shall serve without compensation. Members of the Review Panel who are listed from (a) to (e) above shall provide support from members of their respective departments as needed;

3. The Review Panel shall:
 - a. conduct a review of the processes by which licensing boards are reviewing the applications of veterans who have subject matter expertise in their given fields;
 - b. identify rules, practices, and procedures that may be used by licensing boards that are unduly and unnecessarily burdensome;
 - c. issue a report to the Governor on or before February 1, 2017, which shall include the results of its review in each of the above-listed areas as well as recommendations for improvement in laws, rules, practices, and/or procedures identified as causing or contributing to the problems identified. If the Review Panel requires more time in which to finalize the report, then the members may have no more than a two (2) month extension in which to complete it;
4. Pursuant to Title 1, section 402, subsection 2, paragraph F, the meetings of this Review Panel are not "public proceedings" subject to Maine's Freedom of Access Act; and

5. Further, the Director of the Bureau of Human resources is directed to develop a policy by which any veteran who applies for a job with the State of Maine, self-identifies as a veteran or service member during the application process, and is ultimately not hired for that job receives guidance on other State of Maine openings for which that the veteran may be qualified to apply.

The effective date of this Executive order is March 17, 2016.


Paul R. LePage, Governor