



# K A N S A S

GEORGE VEGA, DIRECTOR

DEPARTMENT OF ADMINISTRATION  
DIVISION OF PERSONNEL SERVICES

KATHLEEN SEBELIUS, GOVERNOR  
DUANE A. GOOSSEN, SECRETARY  
CAROL L. FOREMAN, DEPUTY SECRETARY

## MEMORANDUM

**TO:** All State Agencies  
**FROM:** George Vega  
**DATE:** January 20, 2006  
**SUBJECT:** Veterans' Preference

---

The Department of Administration has recently received a complaint that some veterans are not being afforded an interview as required by K.A.R. 1-6-21. The person making the complaint claims to have been speaking on behalf of several veterans who have experienced this situation firsthand.

The administration takes these allegations very seriously. With that in mind, I want to take this opportunity to remind everyone of the requirements of K.A.R. 1-6-21. The regulation states that veterans who apply for an announced, classified vacancy and who meet the minimum qualifications for the job class **must** be offered an interview. This applies to any posted vacancy for a classified position and includes positions that are only open to internal or agency-only candidates as well as promotions.

This administration is absolutely committed to supporting veterans and ensuring that they receive the preference that they are due. Any future allegations of failures to adhere to this policy will be reviewed by the Division of Personnel Services and handled appropriately. Please make every effort to ensure that staff who are involved in the hiring process are aware of the requirements of this policy.

If there are any questions about the SHARP processes associated with the veterans' preference policy or of agencies' responsibilities for determining and recording veterans' preference for applicants, please contact Liz Wong at [Elizabeth.Wong@da.state.ks.us](mailto:Elizabeth.Wong@da.state.ks.us) or by phone at (785) 296-6895. If you have any questions about the veterans' preference policy in general, please contact Kraig Knowlton at [Kraig.Knowlton@da.state.ks.us](mailto:Kraig.Knowlton@da.state.ks.us) or by phone at (785) 296-1082.