



Legislative Post Audit Performance Audit Report Highlights

State Hiring Practices: Determining Whether Requirements Related To Veterans' Preferences Are Being Met

Report Highlights

February 2011 • 10PA20

Audit Concern

The 2008 Legislature amended Kansas' veterans' preference law and directed the Legislative Division of Post Audit to conduct an audit of that law by the start of the 2011 legislative session.

Other Relevant Facts & Findings for the Question

State law requires eligible veterans who meet the minimum and preferred qualifications for a State classified job to be offered an interview.

Recent changes to the veterans' preference statute have expanded the eligibility criteria and clarified the law. These changes include:

- Clarified the definition of a veteran
- Clarified that the law applied to only State and local government classified positions
- Required State and local job notice openings to indicate whether the job is a veterans' preference eligible position
- Required State and local governments to notify veterans who weren't hired within 30 days of the job being filled

Veterans applied for nearly 1,500 State jobs in fiscal years 2009 and 2010. Overall, about 8% of those jobs were filled by a veteran.

Estimated Cost Savings:
Potentially up to \$9,000 per year

AUDIT QUESTION: *Are State agencies following the requirements of State law and regulations related to granting a preference to veterans in the hiring process?*

AUDIT ANSWER and KEY FINDINGS:

- Of 426 applications reviewed, we identified only two instances where veterans weren't interviewed when they should have been. In addition, we found no evidence of veterans receiving only "token" interviews.
- Most veterans who weren't interviewed didn't meet minimum and preferred qualifications for the job, or had submitted incomplete application materials. A few veterans weren't interviewed because they withdrew from the interview process.
- We identified several smaller issues related to mailing certified letters to veteran candidates who weren't hired and processing applications.
 - *We couldn't conclude whether agencies mailed a certified letter to each veterans' preference applicant within 30 days of the job being filled, as required by State law.*
 - *Agency officials expressed concerns that mailing certified letters to veteran applicants who weren't hired is expensive and time consuming.*
 - *Finally, the veterans' preference approval process, as designed, could cause a veteran not to be shown on the applicant summary sheet as a verified veteran.*
- Overall, it appears State agencies have made a good effort to comply with Kansas veterans' preference law.

We Recommended

- We recommended that the Legislature consider eliminating the requirement that State agencies mail certified letters to veterans who aren't hired.
- We recommended the Division of Personnel Services develop guidance for agencies to address our findings with the interview process.

Agency Response: Overall, the agencies agreed with the report's findings and recommendations.

**DO YOU HAVE AN IDEA FOR
IMPROVED GOVERNMENT EFFICIENCY OR COST SAVINGS?**

If you have an idea to share with us, send it to ideas@lpa.ks.gov, or write to us at the address shown. We will pass along the best ones to the Legislative Post Audit Committee.

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