



Oregon

Tina Kotek, Governor

Department of Administrative Services

Chief Human Resources Office

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MEMORANDUM

To: Agency Human Resources Directors and Managers
From: Jessica Knieling, Chief Human Resources Officer
Date: August 8, 2025
Subject: Addendum A – Candidate Preference in Employment

Boldened and italicized text reflects revisions and additions to current policy language.

Policy Statement: *As of August 8, 2025, the Executive Branch of state government restores the language below to the CHRO Candidate Preference in Employment policy.*

Policy Authority: ORS 408.225 to 408.237, 240.306, 184.340, 284.771 to 284.801

Applicability: All employees, including temporary employees, according to provisions of state law.

Attachments: None

Policy Amendments

Effective August 8, 2025, the following language is restored to the Candidate Preference in Employment policy:

(3) Veterans' Preference.

(g) Veterans' rights

(A) A veteran applicant who is not appointed to a position may make a written request for an explanation from the hiring agency.

(B) The hiring agency must provide a written response with the reasons for not appointing the veteran.

Questions should be sent to CHRO.Policy@oregon.gov