



June 27, 2016

TO: Texas A&M AgriLife On & Off Campus Unit Contacts

SUBJECT: Revisions to TAMUS Regulation 33.99.01 Employment Practices

Please familiarize yourself with the following and forward to supervisors in your unit.

Revisions have been made to the System Regulation 33.99.01 Employment Practices. The revisions include adding **veteran's preference** information. Below is a brief revision summary:

Section 1.3.2: Per SB 805, new language states a member may designate an open position as a veteran's position and only accept applications from individuals who are entitled to a veteran's employment preference.

Section 5.2: In accordance with a veteran's employment preference under Texas Government Code, specific interview procedures are outlined for members administering the veteran's preference for each announced open vacancy.

Please ensure hiring supervisors are aware and adhering to the veteran's employment preference for each NOV:

- At least one applicant who qualifies for veteran's preference is interviewed (if any apply)
-AND-
- If more than 6 applicants are interviewed, at least 20% of them must be applicants who qualify for veteran's preference.

Here are a few reasons to hire veterans, courtesy of the U. S. Labor Department:

- Accelerated learning curve
- Leadership
- Teamwork
- Efficient performance under pressure
- Respect for procedures
- Integrity
- Triumph over adversity

For questions regarding veteran's preference, please contact: your HR Generalist

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