

Department of Legislative Services  
Maryland General Assembly

FISCAL NOTE

House Bill 417 (Delegate O'Donnell. *et al.*)

Appropriations

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**State Personnel - Appointments in Skilled and Professional Services - Veterans Preferences**

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This bill requires that a candidate for appointment to a position in the skilled service or the professional service who is an eligible veteran be appointed before a candidate who is not an eligible veteran in the same rating category or a lower rating category.

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**Fiscal Summary**

**State Effect:** None. The change is procedural in nature and will not directly affect governmental finances.

**Local Effect:** None.

**Small Business Effect:** None.

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**Fiscal Analysis**

**State Expenditures:** The Office of Human Resources of the Department of Budget and Management administers selection tests for the skilled and professional services. Under these selection tests, additional rating credits may be granted to certain individuals, including current State employees, veterans and spouses of veterans, and residents of high unemployment counties (for certain prison positions). There is no direct cost associated with granting these rating credits.

**Additional Comments:** Because veterans and spouses of veterans are already eligible under statute to receive a rating credit of 10 points on any selection test, the proposed legislation could grant a “double” preference to a veteran versus a nonveteran. For two individuals in the same rating category, the veteran would receive a preference, although the veteran already received a credit in determining the veteran’s rating category. When the personnel management statute was revised, rating credits rather than preferences were included because preferences do not allow consideration of any candidates other than the candidate with the preference.

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**Information Source(s):** Department of Budget and Management (Office of Human Resources)

**Fiscal Note History:** First Reader - February 5, 1998  
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