



STATE OF MAINE
BUREAU OF HUMAN RESOURCES
4 STATE HOUSE STATION
AUGUSTA, MAINE 04333-0004

ADMINISTRATIVE & FINANCIAL SERVICES
BUREAU OF HUMAN RESOURCES

MICHAEL J. DUNN
STATE HR OFFICER

SERVING THE PUBLIC AND DELIVERING ESSENTIAL SERVICES TO STATE GOVERNMENT

May 12, 2025

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Senator Michael Tipping, Chair
Representative Amy Roeder, Chair
Members, Joint Standing Committee on Labor
100 State House Station
Augusta, ME 04333-0100

Re: **LD 1839** - An Act to Strengthen the So-called Maine Hire-a-Vet Program

Senator Tipping, Representative Roeder, and esteemed members of the Joint Standing Committee on State and Local Government:

I am Anya Trundy, a Deputy Commissioner of the Department of Administrative and Financial Services (DAFS), and I am writing today to provide information on LD 1839, *An Act to Strengthen the So-called Maine Hire-a-Vet Program*.

Veterans have dedicated their life to public service in the most thorough way possible, and the State of Maine values that dedication at the highest level. One of the ways that Maine puts that value into action is prioritizing the hiring of veterans for state positions. Maine has a veteran's preference in job applications, which dictates that, when filling any position in classified service, state agencies must offer an interview to any qualified veteran or Gold Star spouse. In practice, the State has a question on the job application asking veterans and Gold Star spouses to indicate if they would like to apply the preference. If so, they upload basic documentation they are automatically offered an interview.

The Hire-a-Vet program, which has been in place since 2015, broadens the scope of this commitment to veteran employment. Every year, this initiative, led by the Department of Labor, aims to hire 100 veterans and military spouses over 100 days with 100 employers. The campaign has been consistently successful: Since 2015, more than 2,100 veterans and military family

members have been hired by over 1900 employers across the State of Maine, including at the State itself. Most recently, 191 veterans and military family members were hired by Maine employers, 52 of which were hired by the State. In each of the years from 2015-2023, the average hourly wage at which those veterans were hired vastly outpaced minimum wage. For example, in 2023, the average wage that veterans who were hired through the Hire-a-Vet program was \$29.55 an hour. Five Maine employers have even received the HIRE Vets Medallion from the U.S. Department of Labor for their efforts to hire and retain veterans as employees, which speaks to the effectiveness of the program, and Maine employers' commitment to its goals

Maine is dedicated to continuing its efforts to help veterans find meaningful and sustainable work. Not only is the Hire-a-Vet program a small way we can help repay what we owe to our veterans, veterans are excellent employees. The State of Maine encourages all employers to reach out to our Career Centers at any time of year for information on how to better tap into this amazing resource of dedicated and talented professionals.

Thank you for your time and attention,

Anya Trundy
Deputy Commissioner,
Department of Administrative and Financial Services