

# Executive Document

This document was published in the December 1, 2013, issue (Vol. 2013, No. 23) of the Utah State Bulletin.

## **Governor, Administration: Governor's Executive Order EO/012/2013: Veterans Transition Support**

Issued: November 8, 2013

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### EXECUTIVE ORDER

#### Veterans Transition Support

WHEREAS, the people of Utah have a proud tradition of answering the call to serve in our nation's armed forces, completing tours of service on active duty, in the reserve forces, and in the National Guard, serving in the United States Army, Navy, Marine Corps, Air Force and Coast Guard;

WHEREAS, countless individuals, businesses, government entities and community partners have demonstrated steadfast dedication to supporting our veterans and returning troops as they transition to civilian life;

WHEREAS, Utah is home to more than 165,000 veterans, military personnel, National Guard Members and Reservists;

WHEREAS, Utah is home to Hill Air Force Base, U.S. Army Dugway Proving Ground, U.S. Army Tooele Army Depot, Camp Williams, Fort Douglas, National Guard armories and reserve facilities, where active duty personnel, guard members and reservists train, prepare and stand ready to defend our freedoms anywhere in the world;

WHEREAS, the unemployment rate among veterans in our state remains higher than the general rate of unemployment within the great State of Utah;

WHEREAS, several thousand Utah National Guard Members and military reservists have been deployed since 9-11, including a large number serving multiple times, and returned home upon completing their missions;

WHEREAS, Utah's robust and expanding economy attracts new businesses and creates new career opportunities for citizens, including veterans;

WHEREAS, military veterans offer a unique set of skills, character traits and leadership experience that prepare them for continued service to our community;

WHEREAS, Senate Bill 38 - Reauthorization of Veterans Reintegration Task Force - was signed into law on March 22, 2013, with the intent of creating a statewide action plan for assisting veterans and their families with reintegration into communities; finding employment; pursuing education; and locating services for veterans;

WHEREAS, the government of Utah should lead by example and be a model employer to our veterans;

NOW, THEREFORE, I, Gary R. Herbert, Governor of the State of Utah, by virtue of the power vested in me by the Constitution of the State of Utah, do, effective immediately, hereby order and direct:

1. The Department of Human Resource Management (DHRM) in conjunction with the Department of Workforce Services (DWS) and the Utah Department of Veterans and Military Affairs (UDVMA) to:
  - a. Conduct an analysis of the state's workforce to determine the percentage of people that have veteran status.
  - b. Produce a veteran employment profile for each agency of state government and share the profile with agency leadership.
  - c. Develop statewide strategies that are intended to increase and maintain the employment of veterans.
  - d. Review recruitment and selection outcomes to ensure that Utah Code and business practices regarding veterans preference have a desirable impact on the hiring of veterans into the state's workforce.
  - e. Increase outreach to veterans and partner with veterans' groups to enhance the visibility and accessibility of state jobs to veterans.
  - f. Train human resource personnel and agency hiring managers on programs and strategies for hiring veterans.
2. Each executive branch cabinet agency of Utah state government to:
  - a. Review the veteran employment profile for their agency.
  - b. Work with their assigned human resource manager to develop strategies for increasing and/or maintaining the employment of veterans within the agency.
  - c. Ensure that all agency hiring managers understand the strategies the agency has for increasing or maintaining the employment of veterans.

IN WITNESS, WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Utah. Done at the Capitol in Salt Lake City, Utah, this 8th day of November 2013.

(State Seal)

Gary R. Herbert  
Governor

ATTEST:

Spencer J. Cox  
Lieutenant Governor

EO/012/2013

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