

**As Amended by House Committee**

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*Session of 2026*

**HOUSE BILL No. 2626**

By Committee on Veterans and Military

Requested by Lt Col Keith Marshall on behalf of the Adjutant General's Office

2-2

1 AN ACT concerning veterans and military; relating to government  
2 employment preference; expanding such preference to include current  
3 members of the national guard and such members' eligible spouses;  
4 amending K.S.A. 2025 Supp. 73-201 and repealing the existing section.  
5

6 *Be it enacted by the Legislature of the State of Kansas:*  
7 Section 1. K.S.A. 2025 Supp. 73-201 is hereby amended to read as  
8 follows: 73-201. (a) As used in this act:

9 (1) "Veteran" means:  
10 (A) A person who served in the active military, naval, air or space  
11 service, including ~~those~~ groups and individuals listed under 38 C.F.R. §  
12 3.7, and who was discharged or released therefrom under an honorable  
13 discharge or a general discharge under honorable conditions;

14 (B) any person who has been issued the purple heart by the United  
15 States government or who:

16 (i) Served in the active military, naval, air or space service, including  
17 ~~those~~ groups and individuals listed under 38 C.F.R. § 3.7, and who was  
18 discharged therefrom under an honorable discharge or a general discharge  
19 under honorable conditions;

20 (ii) received a disability that was incurred or aggravated in the line of  
21 duty in the active military, naval, air or space service, including ~~those~~  
22 groups and individuals listed under 38 C.F.R. § 3.7; and

23 (iii) has a disability certified by the Kansas office of veterans services  
24 as being service-connected, pursuant to 38 U.S.C. § 1101 et seq. or 10  
25 U.S.C. § 1201 et seq.;

26 (C) the spouse of a service-connected disabled veteran with a  
27 permanent and total combined service-connected evaluation percentage of  
28 100%;

29 (D) the surviving spouse of a veteran who died in the line of duty in  
30 the active military, naval, air or space service; and

31 (E) the spouse of a prisoner of war, as defined by K.S.A. 75-4364,  
32 and amendments thereto.

33 Veteran preference in government employment shall not apply to any  
34 person who retired from the active military service with the pay grade of  
35 04 or above unless the person retired due to wounds received in combat or

1 is a disabled veteran with a service-connected disability evaluation rating  
2 equal to or greater than 10%, pursuant to 38 U.S.C. § 1101 et seq. or 10  
3 U.S.C. § 1201 et seq. *Veteran preference in government employment shall*  
4 *not apply to any current member of the Kansas army or air national guard*  
5 *with the pay grade of 04 or above, or a current member of a unit of the*  
6 *reserve forces of the United States military with the pay grade of 04 or*  
7 *above. Such exclusion shall not apply to eligible spouses.*

8 (2) "Competent" means a good faith determination that the person is  
9 likely to successfully meet the performance standards of the position based  
10 on what a reasonable person knowledgeable in the operation of the  
11 position would conclude from all information available at the time the  
12 determination is made. The basis for such determination shall include  
13 experience, training, education, licensure, certification or other factors  
14 determined by the decision-making authority as appropriate to determine  
15 the applicant's overall qualification and ability to successfully meet the  
16 performance standards of the position. The decision-making authority shall  
17 document such factors prior to the initiation of the selection process.

18 (3) "Disabled veteran" means a person who:

19 (A) Served in the active military, naval, air or space service, including  
20 ~~these~~ groups and individuals listed under 38 C.F.R. § 3.7, and was  
21 discharged or released therefrom under an honorable discharge or a  
22 general discharge under honorable conditions;

23 (B) received a disability that was incurred or aggravated in the line of  
24 duty in the active military, naval, air or space service, including ~~these~~  
25 groups and individuals listed under 38 C.F.R. § 3.7; and

26 (C) has a service-connected evaluation percentage, pursuant to 38  
27 U.S.C. § 1101 et seq. or 10 U.S.C. § 1201 et seq.

28 (4) "Eligible spouse" means an individual who is married to an  
29 individual who resides in and is stationed in Kansas and is:

30 (A) An active duty member of the military service of the United  
31 States;

32 (B) a current member in good standing of the Kansas army or air  
33 national guard; or

34 (C) a current member of a unit of the reserve forces of the United  
35 States military.

36 (5) "Servicemember" means an individual who resides and is  
37 stationed in Kansas and is:

38 (A) A current member in good standing of the Kansas army or air  
39 national guard; or

40 (B) a current member of a unit of the reserve forces of the United  
41 States military.

42 (b) In grateful recognition of the services, sacrifices and sufferings of  
43 veterans who served in the army, navy, air force, coast guard or marine

1 corps of the United States in world war I and world war II, and of persons  
2 who have served with the armed forces of the United States during the  
3 military, naval and air operations in Korea, Vietnam, Iraq, Afghanistan or  
4 other places under the flags of the United States and the United Nations or  
5 under the flag of the United States alone, and have been honorably  
6 discharged therefrom, the provisions of this section are enacted.

7 (c) Veterans, *servicemembers and eligible spouses* shall be preferred  
8 for initial employment and first promotion in the state government of  
9 Kansas, and in the counties and cities of this state, if competent to perform  
10 such services. Any veteran, *servicemember or eligible spouse* thus  
11 preferred shall not be disqualified from holding any position in such  
12 service on account of the veteran's, *servicemember's or eligible spouse's*  
13 age or by reason of any physical or mental disability as long as such age or  
14 disability does not render the veteran, *servicemember or eligible spouse*  
15 incompetent to perform the duties of the position applied for. When any  
16 veteran—~~shall apply~~ *servicemember or eligible spouse applies* for  
17 appointment to any such position, place, or employment, the officer, board  
18 or person whose duty it is or may be to appoint a person to fill such  
19 position, place or employment shall, if the applicant be a veteran,  
20 *servicemember or eligible spouse* of good reputation; and can competently  
21 perform the duties of the position applied for by the veteran,  
22 *servicemember or eligible spouse*, consider the veteran, *servicemember or*  
23 *eligible spouse* for appointment to such position, place; or employment.  
24 Within 30 days of filling a position, eligible veterans, *servicemembers or*  
25 *eligible spouses* who have applied and are not hired shall be notified ~~by~~  
26 ~~certified mail or personal service~~ that they are not being hired. Such notice  
27 also shall advise the veteran of any administrative appeal available.

28 (d) The provisions of this act shall not be applicable to any persons  
29 classed as conscientious objectors. The provisions of this act shall not be  
30 controlling over the provisions of any statute, county resolution or city  
31 ordinance relating to retirement or termination on the basis of age, of  
32 employees of the state or any county or city. Whenever under any statute,  
33 county resolution or city ordinance, retirement or termination on the basis  
34 of age of any employee is required at a certain age or is optional with the  
35 employer at a certain age, such statute, resolution or ordinance shall be  
36 controlling and shall not be limited by this section.

37 (e) (1) All notices of job openings, if any, and all applications for  
38 employment, if any, by the state and any city or county in this state shall  
39 state that the job is subject to a veteran's preference, how the preference  
40 works and how veterans, *servicemembers and eligible spouses* may take  
41 advantage of the preference and post a written statement of:

42 (A) The qualifications for such position;  
43 (B) any preferred qualifications of such position;

1       (C) performance standards for the position; and  
2       (D) the process that will be used for selection.

3       (2) A veteran, veteran's spouse or surviving spouse who qualifies for  
4 the veteran's preference, desiring to use a veteran's preference shall  
5 provide the hiring authority with a copy of the veteran's DD form 214, DD  
6 form 1300, NGB form 22 or other official discharge document recognized  
7 by the department of veterans affairs under which the spouse qualifies for  
8 the preference.

9       (3) *A servicemember who qualifies for the veteran's preference and  
10 desires to use such veteran's preference shall provide the hiring authority  
11 with proof of residency in Kansas and a certificate signed by the unit  
12 commander that such servicemember is:*

13       (A) *A current member in good standing of the Kansas army or air  
14 national guard and is stationed in Kansas; or*

15       (B) *a current member of a unit of the reserve forces of the United  
16 States military and is stationed in Kansas.*

17       (4) *An eligible spouse who qualifies for the veteran's preference and  
18 desires to use such veteran's preference shall provide the hiring authority  
19 with proof of residency in Kansas; and proof of marriage to an eligible  
20 servicemember and a certificate signed by a unit commander that such  
21 servicemember is:*

22       (A) *An active duty member of the military service;*

23       (B) *a current member of the Kansas army or air national guard  
24 stationed in Kansas; or*

25       (C) *a current member of a unit of the reserve forces of the United  
26 States military stationed in Kansas.*

27       (f) Every employment center of the state and any city or county  
28 human resources department, if any, shall openly display documents that  
29 indicate that veterans, *servicemembers or eligible spouses* are eligible for a  
30 preference in their initial employment and any first promotion within the  
31 employment of the governmental entity.

32       (g) Any veteran, *servicemember or eligible spouse* who alleges that a  
33 state agency, city or county has not provided the veterans preference as  
34 required by this act, after exhausting any available administrative remedy,  
35 may bring an action in the district court.

36       Sec. 2. K.S.A. 2025 Supp. 73-201 is hereby repealed.

37       Sec. 3. This act shall take effect and be in force from and after its  
38 publication in the statute book.