

ORDINANCE NO. 5440

**AN ORDINANCE OF THE COUNTY OF MONTEREY, STATE OF CALIFORNIA,
REPEALING CHAPTER 3.14 OF THE MONTEREY COUNTY CODE REGARDING
HIRING PREFERENCE FOR VETERANS**

County Counsel Summary

This ordinance repeals Chapter 3.14 of the Monterey County Code, which establishes a hiring preference for veterans in County of Monterey ("County") employment. The repeal is intended to facilitate the reestablishment of the veterans' hiring preference as a standalone Board of Supervisor policy ("Policy"), thereby enhancing administrative flexibility for future amendments to the Policy in response to evolving best practices, legal considerations, and workforce needs. The Policy will be housed in the Monterey County Board Policy Manual. This transition does not eliminate or diminish the County's commitment to veterans' employment opportunities but instead ensures that necessary adjustments can be made to the Policy without the formal legislative process required for amending the County Code. This change is consistent with the County's strategic goals, aligning policies with contemporary administrative practices while maintaining a robust commitment to veterans' employment opportunities.

The Board of Supervisors of the County of Monterey ordains as follows:

SECTION 1. FINDINGS AND DECLARATIONS.

- A. Pursuant to Article XI, Section 7 of the California Constitution, the County of Monterey may adopt and enforce ordinances and regulations not in conflict with general laws to protect and promote the public health, safety, and welfare of its citizens.
- B. On October 9, 1990, the Board of Supervisors adopted Ordinance Number 3495, codified in Chapter 3.14 of the Monterey County Code ("MCC"), to establish a hiring preference for veterans in County of Monterey ("County") employment.
- C. Subsequently, on September 10, 1991, Ordinance Number 3565 was adopted and amendments were made to Chapter 3.14 of the MCC. The intent of the Ordinance was to make necessary changes to the hiring preference for veterans.
- D. The Board of Supervisors recognizes the significant contributions of veterans and remains committed to ensuring their fair and equitable access to County employment opportunities.
- E. To enhance administrative flexibility and facilitate future modifications, the Board of Supervisors finds it necessary to repeal Chapter 3.14 of the MCC and reestablish the veterans' hiring preference as a standalone policy.

F. Transitioning the veterans' hiring preference to a policy-based framework will enable the County to efficiently update and refine its approach in response to evolving legal considerations, workforce needs, and best practices without requiring formal legislative amendments.

G. The Board of Supervisors finds that repealing Chapter 3.14 and transitioning the veterans' hiring preference to a standalone policy is in the best interest of the County and its veteran community, ensuring long-term support and adaptability in employment practices.

SECTION 2. Chapter 3.14 of the Monterey County Code is hereby repealed.

SECTION 3. SEVERABILITY.

If any subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Ordinance, which shall remain in full force and effect. The Board of Supervisors hereby declares that it would have adopted this Ordinance and each and every subsection, sentence, clause and phrase thereof not declared invalid or unconstitutional, without regard to whether any portion of the article would be subsequently declared invalid or unconstitutional. The courts are hereby authorized to reform the provisions of this Section in order to preserve the maximum permissible effect of each subsection herein.

SECTION 4. EFFECTIVE DATE.

This Ordinance shall take effect on the thirtieth day following its adoption.

PASSED AND ADOPTED on this 4th day of November 2025 by the following vote:

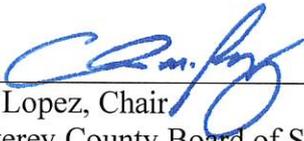
AYES Supervisors Alejo, Church, Lopez, Root Askew, and Daniels

NOES None

ABSENT None

ASTAIN None

Motion Passed 5 to 0



Chris Lopez, Chair
Monterey County Board of Supervisors

A T T E S T:

VALERIE RALPH
Clerk of the Board of Supervisors

By: 
Deputy Emmanuel H. Santos

APPROVED AS TO FORM

Kelly L. Donlon
Chief Assistant County Counsel