

County of Monterey Board Policy Manual

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Hiring Preference for Veterans and Eligible Military Spouses	P-190	1 of 3
Policy Category Personnel		

I. Purpose

The purpose of this policy is to establish a framework to support the transition of veterans and eligible military spouses into the civilian workforce while enhancing the County of Monterey's ("County") recruitment efforts with highly skilled and experienced candidates.

This policy replaces the previous provisions under Chapter 3.14 of the Monterey County Code, ensuring a streamlined and independent approach to veteran and eligible military spouses hiring preferences.

II. Background

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 employment. Subsequently, on September 10, 1991, Ordinance Number 3565 was adopted and amended Chapter 3.14 to make necessary changes in the Hiring Preference for Veterans. While this structure provided a formalized approach to supporting veterans, its status as an ordinance constrained the County's ability to make timely adjustments in response to evolving workforce needs, legal considerations, and best practices.

On November 4, 2025, following the recommendation of the Human Resources Department and Military and Veterans Affairs Office, the Board of Supervisors repealed Chapter 3.14 and replaced it with this policy.

This transition does not diminish or eliminate the veteran hiring preference; rather, it reinforces the County's commitment to veterans and their families by facilitating any necessary future refinements without requiring a formal legislative process. Such a change enables the County

to effectively and proactively address emerging employment trends and regulatory requirements.

III. Policy

The County is committed to honoring the dedication of those who serve, supports their families, and strengthens our community's proud tradition of respecting and valuing military service.

The County shall implement a hiring preference for veterans and eligible spouses in accordance with the following principles:

1. Eligibility

- Hiring preferences apply to veterans who have served in the United States Armed Forces and were discharged or released under conditions other than dishonorable.
- Certain military spouses may also qualify.
- Specific eligibility criteria, including required documentation, will be outlined in the corresponding administrative procedure.

2. Hiring Preference

- Qualified veterans and eligible military spouses shall receive a preference in the County hiring process.
- The preference will be applied in a manner that provides a meaningful advantage in the selection process while ensuring all candidates meet the necessary qualifications for the position.

3. Implementation and Oversight

- The Human Resources Department, in collaboration with the Military and Veterans Affairs Office, shall develop administrative procedures to ensure consistent application of this policy.
- These procedures will establish verification requirements, define the application of the hiring preference, and provide guidance for compliance and oversight.

This policy reflects the County's commitment to supporting veterans and eligible military spouses ensuring they have equitable access to employment opportunities within the County workforce while maintaining a fair and merit-based hiring process.

IV. Review Date

- a. This Policy will be reviewed for continuance by November 4, 2030.

V. Board Action

- a. Legistar File No. RES 25-XXXX, November 4, 2025.

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