



Hiring Preference for Veterans and Military Leave Policy

Board of Supervisors - November 4, 2025

Hiring Preference for Veterans and Military Leave Policy



The Human Resources Department collaborated with the Military and Veterans Affairs Office (“MVAO”) to develop enhancements to the current Hiring Preference for Veterans and Military Leave Policy programs.

These enhancements strengthen the County of Monterey’s (“County”) commitment of those who serve, supports their families, and strengthens our community’s proud tradition of respecting and valuing military service.

These recommendations align with the Human Resources Department’s broader objective of positioning the County as an employer of choice.

Hiring Preference for Veterans and Eligible Spouses



Background

- On October 21, 2025, the Board of Supervisors introduced and waived the first reading of the draft ordinance to repeal Chapter 3.14 of the Monterey County Code (“MCC”) regarding hiring preference for veterans as the current Ordinance had a very narrow applicability to a very limited number of veterans and excluded veteran spouses.
- In collaboration, the Military and Veterans Affairs Office (“MVAO”), Military & Veterans Affairs Advisory Commission (MVAAC), and the Human Resources Department (“HRD”) recommends repealing Chapter 3.14 and replacing it with a standalone policy governing the hiring preference for veterans and eligible military spouses.

Hiring Preference for Veterans and Eligible Spouses



Background continued

- Establishing this policy will provide greater administrative flexibility, enabling updates and refinements without the need for formal legislative action. This approach ensures the County can continue to effectively support veterans and eligible military spouses while adapting to emerging employment trends and regulatory considerations.
- Importantly, the proposed change does not eliminate or diminish the veteran hiring preference. Instead, it strengthens the County's commitment by facilitating the efficient and effective implementation of enhancements.

Hiring Preference for Veterans and Eligible Spouses



Highlighted Recommended Enhancements

- ✓ Reduce disability rating from 20% to zero to qualify for veterans' preference points.
- ✓ Expand allocation of veterans' preference points to:
 - Spouse of totally disabled veteran;
 - Spouse of veteran who has died as a direct result of qualifying service; and
 - Spouse of active-duty service member.
- ✓ Remove restriction of:
 - Only applying for 5-years after separation from service to no time-limit since honorable discharge or separation from service; and
 - Service retirement veterans who receive service retirement compensation not being eligible.
- ✓ Broaden the positions eligible for Veteran's preference points to include all County positions, except for Executive Management Unit Y At-will positions.

Military Leave Policy



Background

- October 23, 2001, the County proudly introduced its first Military Leave Policy, then titled Noble Eagle, as a demonstration of our commitment to employees serving our nation in the armed forces.
- The current policy distinguishes between “Active Military Service” and “Inactive Military Service.”
 - **Active Military Service** refers to full-time service in any branch of the United States Armed Forces—including annual training periods of two weeks or more for reservists and National Guard members. This duty may be compensated under existing provisions.
 - **Inactive Military Service**—such as weekend drills, annual muster training, voluntary unit maintenance activities, or other required inactive training—is currently designated as unpaid by the County. However, employees may use accrued leave balances to cover this time.

Military Leave Policy



Recommended Enhancement

- Accordingly, the HRD, in close partnership with the MVAO and the MVAAC, recommends expanding the policy to authorize County pay for employees performing Inactive Military Service as well.
- This provision would be subject to the approval of both the Appointing Authority and the Military and Veterans Affairs Officer to ensure proper oversight and fairness.
- This amendment represents more than a policy change - it is a reaffirmation of the County's enduring commitment to our military employees and their family members.
- The **Military & Veterans Affairs Office (MVAO)**, the **Military & Veterans Affairs Advisory Commission (MVAAC)** strongly supports this enhancement.



Thank You