



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 25-726

October 21, 2025

Introduced: 10/9/2025

Current Status: Agenda Ready

Version: 1

Matter Type: General Agenda Item

- a. Introduce, waive first reading, and set November 4, 2025 at 10:30 a.m. as the date and time to consider adoption of an ordinance repealing Chapter 3.14 of the Monterey County Code regarding hiring preference for veterans; and
- b. Direct the Human Resources Department to return on November 4, 2025 at 10:30 a.m. for consideration of the Hiring Preference for Veterans and Eligible Military Spouses Policy (P-190).

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Introduce, waive first reading, and set November 4, 2025 at 10:30 a.m. as the date and time to consider adoption of an ordinance repealing Chapter 3.14 of the Monterey County Code regarding hiring preference for veterans; and
- b. Direct the Human Resources Department to return on November 4, 2025 at 10:30 a.m. for consideration of the Hiring Preference for Veterans and Eligible Military Spouses Policy (P-190).

SUMMARY:

The Human Resources Department (“HRD”) in partnership with the Military & Veterans Affairs Office (“MVAO”) recommends repealing Chapter 3.14 Hiring Preference for Veterans of the Monterey County Code (“MCC”) and to establish a standalone policy with enhancements to the program. HRD will return to the Board on November 4, 2025 for consideration of the Hiring Preference for Veterans and Eligible Military Spouses Policy (P-190) (“Policy”). Establishing the Policy will increase its administrative flexibility, enabling future modifications without requiring a formal legislative process. Such a change ensures that the County will effectively maintain and refine its commitment to veterans while proactively addressing emerging employment trends and regulatory requirements.

DISCUSSION:

On October 9, 1990, the Board of Supervisors adopted Ordinance No. 3495, codified in Chapter 3.14 of the MCC to establish a hiring preference for veterans in County employment. Subsequently, on September 10, 1991, Ordinance No. 3565 was adopted to amend Chapter 3.14 to make necessary changes to hiring preference for veterans. While this structure provided a formalized approach to supporting veterans, maintaining it as an ordinance has constrained the County’s ability to make timely adjustments in response to evolving workforce needs, legal considerations, and best practices.

HRD collaborated with the MVAO to recommend the repeal of Chapter 3.14 and the establishment of a standalone policy regarding hiring preference for veterans and eligible military spouses. The Policy will be brought before the Board for consideration on November 4, 2025. This Policy would be housed in the Board Policy Manual and authorize HRD to establish administrative procedures and guidelines in coordination with MVAO. This transition aims to enhance its administrative flexibility, enabling future modifications without requiring a formal legislative process. Such a change ensures that the County will effectively maintain and refine its commitment to veterans while proactively addressing emerging employment trends and regulatory requirements.

Recommended enhancements of the administrative procedures and guidelines of the Hiring Preference for Veterans and Eligible Military Spouses policy include:

- 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.

The proposed transition does not diminish or eliminate the veteran hiring preference; rather, it reinforces the County's ability to uphold and enhance this commitment by facilitating the efficient and effective implementation of necessary refinements. This aligns with the HRD's overarching goal of positioning the County as the employer of choice.

The proposed ordinance is attached to this report as Attachment A. The proposed Policy is attached as Attachment B.

OTHER AGENCY INVOLVEMENT:

The HRD collaborated with the MVAO to develop and present these recommendations. The Military & Veterans Affairs Advisory Commission, BOS Human Resources Committee and County Administrative Office strongly support these recommendations. The Office of County Counsel has reviewed the ordinance as to form. In addition, the labor groups have been provided notice of the recommendations.

FINANCING:

There are no costs associated with these recommendations.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS:

The proposed recommended actions demonstrate the County's commitment in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of the County of Monterey.

- ___ Well-Being and Quality of Life
- ___ Sustainable Infrastructure for the Present and Future
- ___ Safe and Resilient Communities
- ___ Diverse and Thriving Economy
- ✓ Dynamic Organization and Employer of Choice

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Attachments:

Attachment A: Draft ordinance

Attachment B: Draft Hiring Preference for Veterans and Eligible Military Spouses Policy (P-190)