



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 11/13/2018

Agenda Placement: 10B

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Nikki Salas - Director
Human Resources
REPORT BY: Kevin Lemieux, Senior Human Resources Analyst - 253-4000
SUBJECT: Adoption of a Resolution Creating a Policy Establishing a Veterans Preference Policy

RECOMMENDATION

Director of Human Resources requests adoption of a resolution creating a policy in Napa County Policy Manual, Part I: Section 37CC, Veterans Preference Policy, effective November 13, 2018, with no increase to full-time equivalents, and no impact on the County General Fund.

EXECUTIVE SUMMARY

The proposed policy honors military service members by recognizing their talents, skills, training, and dedication to public service by awarding preference points to veterans and their spouses during the open-competitive recruitment process. The policy will assist qualified applicants in transitioning from their former military service in the United States Armed Forces to potential civilian employment with Napa County.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The proposed Veteran's Preference Policy's goal is to honor military service members by recognizing their talents, skills, training, and dedication to public service by awarding preference points to veterans and their spouses during the open-competitive recruitment process. The policy will assist qualified applicants in transitioning from former military service in the United States Armed Forces to potential civilian employment with Napa County. If approved, Veteran's Preference Policy will ensure veterans and eligible spouses who apply for open recruitments are interviewed if they meet they meet minimum qualifications, possess required special qualifications (if any), and receive a passing score on any required examination. Staff reviewed Veteran's Preference Policies from comparable counties, adapting the best practices from other government agencies, to create the policy for Napa County.

Therefore, the Director of Human Resources recommends the adoption of a resolution establishing the Veterans Preference Policy, effective November 13, 2018.

SUPPORTING DOCUMENTS

- A . Resolution
- B . Exhibit A - County Policy Manual Part I: Section 37CC (Final Version)

CEO Recommendation: Approve

Reviewed By: Helene Franchi