



A Tradition of Stewardship  
A Commitment to Service

Agenda Date: 2/26/2019

Agenda Placement: 6W

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**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

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### **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 February 26, 2019.

### **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 with potential 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 people who have served in the military by recognizing their talents, skills, training, sacrifice, and dedication to protecting our Country by awarding preference points to veterans and their spouses during the open-competitive recruitment process. Staff developed the policy to assist qualified applicants with potential employment with Napa County.

If approved, Veteran's Preference Policy will award veterans and eligible spouses who apply for open-competitive recruitments preference points 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, and received valuable input from the Veterans Commission to create the policy for Napa County. Additionally, the proposed policy was reviewed and approved at the Napa County Veteran's Commission January meeting.

Therefore, the Director of Human Resources recommends the adoption of a resolution establishing the Veterans Preference Policy, effective February 26, 2019.

### **SUPPORTING DOCUMENTS**

A . Resolution

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

CEO Recommendation: Approve

Reviewed By: Helene Franchi