

February 20, 2002

Honorable Mayor and Members of  
The Hermosa Beach City Council

City Council Meeting of  
February 26, 2002

**Reconsideration of Establishing a Veteran's Preference Program for Open  
Competitive Civil Service Examinations**

**Recommendation**

Staff recommends that the City Council take one of the following actions.

1. Receive and file report.
2. Approve the implementation of a Veteran's preference program.
3. Place the matter on a ballot for a future election.

**Background**

In December 2001 the City Council adopted a resolution stating reasons why it did not want to implement a veterans' preference program for open competitive civil service examinations. This was brought before the City Council in response to legislation implemented by the State of California requiring all city agencies, by January 1, 2002, with established civil service systems, to either implement a veterans' preference system, giving preference to a veteran over other equally qualified applicants, or adopt a resolution identifying the reasons that it does not implement such a system. The City Council subsequently voted to reconsider this matter at a future meeting.

**Analysis**

When the City Council took action to reconsider this matter, additional information was requested. A survey of sixteen surrounding Los Angeles County cities found that five cities do not have a veterans' preference program. The remaining eleven cities have programs that award points in their civil service examinations ranging from 1 to 10 points. Attached is a list of the surveyed cities and the number of points they apply, if any. In addition, the federal, state and Los Angeles County governments have adopted similar programs for their employment exams. In each case where these programs are in place, they apply only to initial appointment and not to promotional exams.

Information was also requested regarding the City's current practice of awarding points or giving preference for other criteria such as advanced degrees or specialized certifications. In this regard, the City does not give any additional points or preference. Applications are reviewed in relation to the established requirements for the position. Applicants are invited to participate in the examination process if they meet these minimum requirements. Applicants' placement on the eligibility list is determined solely by their performance in the examination.

Should the City Council wish to establish a veterans' preference program, it is recommended that this be implemented through an amendment to the City's Civil Service Rules and Regulations with review by the Civil Service Board and final adoption by the City Council at a future meeting.

Based on the opinion of the City Attorney, the City Council may also choose to place this issue before the voters on a ballot in a future election. While this is not required, it is one option towards implementing such a program.

Finally, if the City Council chooses not to implement a veterans' preference program consistent with the resolution adopted on December 11, 2001, they may receive and file this report.

Respectfully Submitted:

Concur:

Michael Earl  
Personnel & Risk Management Director

Stephen Burrell  
City Manager

CITY	POLICY
<b>Hermosa Beach</b>	
Beverly Hills	No Policy
Carson	No Policy
Culver City	3 Points
El Segundo	5 Points
Gardena	2 Points
Hawthorne	5 Points
Inglewood	5% of total final score
Long Beach	10 Points
Manhattan Beach	3 Points
Palos Verdes Estates	10% of total final score
Rancho Palos Verdes	1-2 Points
Redondo Beach	No Policy
Rolling Hills Estates	No Policy
Santa Monica	No Policy
Signal Hill	5 Points
Torrance	10% of total final score
Federal Government	5 Points
State of CA	5-15 Points
Los Angeles County	10 Points

December 6, 2001

Honorable Mayor and Members of  
The Hermosa Beach City Council

City Council Meeting of  
December 11, 2001

**Adoption of a Resolution Regarding Veteran's Preference Program for Open  
Competitive Civil Service Examinations**

**Recommendation**

Staff recommends that the City Council adopt the attached resolution establishing a Veteran's Preference Program for civil service examinations.

**Background**

The State of California adopted legislation requiring all city agencies, by January 1, 2002, with established civil service systems, to either implement a veteran's preference system, giving preference to a veteran over other equally qualified applicants, or adopt a resolution identifying the reasons that it does not implement such a system.

**Analysis**

The draft resolution attached establishes a Veteran's Preference Program for all open competitive employment examinations. This program would not apply to promotional exams that are limited to current employees only. Applicants who meet the minimum qualifications for the position, have achieved a passing score at the completion of all components of the exam process, and meet the definition of "veteran" as stated in Section 18973 of the California Government Code would then receive an additional three (3) points to their final score.

Under the Government Code, a veteran would qualify for preference points if he or she served for 181 consecutive days of active military service in any branch of the military during the following periods and who are honorably discharged: December 1941 through December 1946 (World War II), June 1950 through January 1955 (Korean War), January 1964 through May 1975 (Vietnam War), and August 1990 through April 1991 (Persian Gulf War). The current military action would also meet the definition. The spouse of a disabled veteran would also qualify for the veteran's preference points.

In the alternative, the City Council may adopt the other draft resolution attached that outlines reasons why it may not want to establish a veteran's preference program. Potential reasons are identified in the resolution and include: the City feels that the established civil service system for examinations creates a "level playing field" and

provides equal employment opportunities for all. The system was created to establish eligibility for potential employment based on merit and performance in a job-related examination process. As stated above, the establishment of a veteran's preference system is not required under the regulation.

A copy of the staff report from the December 11, 2001 City Council, along with the adopted resolution regarding this matter is included for review and reference.

Respectfully Submitted:

Concur:

Michael Earl  
Personnel & Risk Management Director

Stephen Burrell  
City Manager

**RESOLUTION NO. 01-6180**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, IDENTIFYING REASONS FOR NOT IMPLEMENTING A VETERAN'S PREFERENCE SYSTEM.**

**WHEREAS**, the State of California has enacted legislation requiring local governments with established civil service employment systems to implement a veteran's preference program or adopt a resolution identifying reasons why it does not implement such a system, and

**WHEREAS**, there is nothing in the act construed to require a City to establish such a system, and

**WHEREAS**, the City of Hermosa Beach desires not to establish a veteran's preference system.

**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH AS FOLLOWS:**

**SECTION 1.** The City has an existing civil service examination process established that provides objective evaluation of candidates' qualifications for employment based on performance in job-related examination processes.

**SECTION 2.** The City's established civil service system provides for equal employment opportunities for all qualified applicants.

**SECTION 3.** The City encourages veterans to apply for employment.

**SECTION 4.** This resolution shall take effect January 1, 2002.

**PASSED APPROVED** and **ADOPTED** this 11th day of December, 2001

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**PRESIDENT** of the City Council and **MAYOR** of the City of Hermosa Beach,  
California

ATTEST:

APPROVED AS TO FORM

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
City Attorney