

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.

Respectfully Submitted:

Concur:

Michael Earl
Personnel & Risk Management Director

Stephen Burrell
City Manager

DRAFT

RESOLUTION NO. 01-

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HERMOSA BEACH, CALIFORNIA, ESTABLISHING A VETERAN'S PREFERENCE PROGRAM FOR CIVIL SERVICE EMPLOYMENT EXAMINATIONS.

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, the intent of the state legislation to further the public policy embodied in Section 6 of Article VII of the California Constitution to promote veteran's preference, to the extent possible, 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 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. In all open competitive employment examinations conducted pursuant to the City's Personnel Rules and Regulations, qualifying veteran's shall be credited with three percentage points added to their final score achieved in the examination process.

SECTION 2. The term "veteran" shall have the same meaning as in Section 18973 of the California Government Code.

SECTION 3. Veteran's preference points shall also be provided to spouses of veterans who are determined to be 100% disabled as defined in Section 18973 of the California Government Code.

SECTION 4. Proof of service and eligibility shall be provided to and determined by to the Personnel Director.

SECTION 5. This resolution shall take effect January 1, 2002.

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

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

ATTEST:

APPROVED AS TO FORM

City Clerk

City Attorney

DRAFT

RESOLUTION NO. 01-

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. This resolution shall take effect January 1, 2002.

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

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

ATTEST:

APPROVED AS TO FORM

City Clerk

City Attorney