



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

SUBJECT: SEE BELOW

FROM: Mark Danaj

DATE: 05-29-07

Approved

Ray Winter

Date

6/3/07

COUNCIL DISTRICT: Citywide
SNI AREA: N/A

**SUBJECT: ESTABLISHING A VETERANS' PREFERENCE SYSTEM RELATED TO
EMPLOYMENT WITH THE CITY OF SAN JOSÉ**

RECOMMENDATION

Adopt a Resolution establishing a veterans' preference system in accordance with Government Code Section 50088.

OUTCOME

Approval of the recommendation will allow Human Resources to implement a program that will enable veterans to receive hiring preference when competing for certain specified "entry-level" City jobs in accordance with Government Code Section 50088.

EXECUTIVE SUMMARY

This report details a veterans' preference system, related to hiring, that provides a preference to veterans over other identically qualified applicants in certain entrance examinations for appointive civil service classifications.

BACKGROUND

Government Code Section 50088 authorizes municipalities to implement a veteran's preference system.

The intent of Section 50088 is to recognize that "veterans' preferences are in part a reward for service in defense of the nation and state; in part a compensation for postponed or interrupted civilian careers; and in part a recognition of a practical credential; the assumption that veterans,

having honorable discharges from their duties in the armed forces, may be expected to continue to perform responsibly in civilian public service.”

ANALYSIS

The proposed veterans' preference system would grant veterans additional points on qualifying exams, when competing for specific classifications that have a written, scored testing component, over other similarly qualified individuals that meet minimum qualifications when said veteran applies for employment to “entry level” opportunities. The credit is five (5) points added to the written test score of a veteran. Such points shall be annotated to indicate that the veteran's score be regarded as 5 points higher only for the purpose of determining if the individual has a passing score to enable the veterans to move ahead in a selection process. No score shall actually be changed and no new rank shall be created as a result of the application of veteran's preference for certification purposes.

The purpose of this system is to aid veterans in making a transition into civilian employment, and to assist qualified candidates who are veterans to be considered for “entry-level” jobs with the City of San José.

For purposes of this system, the term “veteran” shall mean any person who has served at least 181 consecutive days active duty in the armed forces, and who has received an honorable discharge. Veterans requesting preference in the City's recruitment process will be required to indicate so in the employment application and attach a copy of DD214 discharge papers at the time of submitting the employment application.

For purposes of this system, “entry-level” classifications are classifications in the City's full-time classified service in which applications are invited from all qualified persons and includes the classifications of Account Clerk I/II, Building Inspector/Combination Building Inspector, Custodian, Electrician, Engineering Technician I, Firefighter Recruit, Maintenance Assistant, Office Specialist I/II, Permit Specialist, Plant Attendant, Plant Operator Trainee, Police Data Specialist, Police Recruit, Public Safety Communications Specialist, and Public Safety Radio Dispatcher.

Incorporating a veterans' preference system will further demonstrate the City's commitment to providing support to those individuals that serve our Country.

POLICY ALTERNATIVES

Alternative #1: Maintain the City's current practice and adopt a resolution that does not enable a hiring preference for veterans and state the reasons for such a practice.

PUBLIC OUTREACH/INTEREST

- Criteria 1:** Requires Council action on the use of public funds equal to \$1 million or greater; **(Required: Website Posting)**
- Criteria 2:** Adoption of a new or revised system that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**
- Criteria 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, Council or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

This item does not meet any of the criteria above.

COORDINATION

This memorandum has been coordinated with the Offices of the City Attorney and Employee Relations. Additionally, the Office of Employee Relations has provided advance notice to all City bargaining units related to implementing a veterans' preference system.

COST SUMMARY/IMPLICATIONS


Minimal additional costs will be incurred to implement the program, revise application materials and manage on an ongoing basis.

BUDGET REFERENCE

N/A

CEQA

Not a project.


MARK DANAJ
Director, Human Resources

For questions please contact Arlene Gibbs, Deputy Director, (408) 975-1439.