

# Sandoval County Board of County Commissioners

## Agenda Item Summary

**AGENDA ITEM # 5-7-15.9B**

**1. REQUESTED MOTION**

**ACTION REQUESTED:**

Adopt Resolution No. 5-7-15.9B Authorizing Sandoval County to Implement a Veterans' Initiative to Enhance Recruitment and Employment Opportunities for Qualified Veterans

**WHY ACTION IS NECESSARY (Summary):**

This resolution authorizes Human Resources to implement a process to verify the veterans status of applicants and ensures veterans receive an interview for any position for which they meet or exceed the minimum qualifications. The discipline, skills and varied experience of veterans could add significant value to County government services.

**2. REQUESTOR**

COMMISSIONER SPONSORED:  YES  NO

DISTRICT:  DISTRICT 1     DISTRICT 4  
 DISTRICT 2     DISTRICT 5  
 DISTRICT 3

DIRECTOR / ELECTED: Patricia Miller  
 DIVISION: Human Resources  
 ELECTED OFFICE:

ATTACHMENTS:  YES  NO

**3. MEETING DATE**

May 7, 2015

**4. AGENDA** (To be completed by County Manager)

- PROCLAMATION
- PRESENTATION
- CONSENT
- REGULAR
- APPEAL

**5. RECOMMENDATIONS**

Recommend Board of County Commission approval.

**6. FISCAL IMPACT**

None

**7. RECOMMENDED APPROVAL (Initials & Date)**

Department Director/Elected Official	Human Resources	Purchasing	Attorney As to Form PFT	Finance Budget	County Manager	Other
_____	PM 4/22/15	_____	4/28/15	_____	PPR 4/30/15	_____

**8. COMMISSION ACTION**

Approved     Denied     Deferred     Other



# **SANDOVAL COUNTY**

## **RESOLUTION NO. 5-7-15.9B**

### **Authorizing Sandoval County to Implement a Military Veterans' Hiring Initiative to Enhance Recruitment and Employment Opportunities for Qualified Veterans**

**WHEREAS**, Sandoval County recognizes the sacrifices and contributions veterans who have served our Country with honor, courage and dignity; and

**WHEREAS**, Sandoval County strongly supports and encourages all efforts to recognize and value the contributions of veterans and their families and assist them in transitioning to civilian life; and

**WHEREAS**, veterans are disciplined, highly skilled individuals who possess a wide variety of skills and experience, as well as the heart and motivation for public service, and could add significant value to County government in the achievement of its goals and delivery of services to the citizens of Sandoval County; and

**WHEREAS**, Sandoval County desires to enhance the recruitment of veterans and promote employment opportunities for veterans within the County that are consistent with veterans' preferences as allowed by law; and

**WHEREAS**, it is the desire of the the Sandoval County Board of County Commissioners, Sandoval County, New Mexico, to honor our veterans by establishing and implementing a Veterans' Hiring Initiative.

**NOW, THEREFORE, BE IT RESOLVED** that Sandoval County hereby approves a Veterans' Hiring Initiative and directs the County's Administration to implement the following process in order to enhance County employment opportunities for qualified military veterans. The initiative requirements are as follows:

1. Develop a Veterans' Certification Form, which will be included in every job posting. The Veterans' Certification Form will identify and certify veterans who are applying for vacancies in County departments.
2. Upon receipt of a veteran's application, the Human Resources Division will verify that the veteran applicant has received an honorable discharge from the military or verify that the applicant is a member of the National Guard who has successfully completed basic training.
3. Human Resources Division will identify veterans who meet the minimum qualifications for the posted position from the list of qualified applicants and provide such information to the hiring departments.

4. The department seeking to fill a position will interview at a minimum of at least 4 identified veterans if a department has more than 4 veteran applicants apply for the position.
5. If a veteran is extended a job offer, he or she must successfully complete all pre-employment and testing requirements for the position offered.

**BE IT FURTHER RESOLVED** that by adopting this Resolution, Sandoval County does not guarantee that a veteran will be employed for the position for which he or she has applied, or any other position.

**APPROVED AND ADOPTED** by the Governing Body of Sandoval County, New Mexico, this 7<sup>th</sup> day of May 2015.

**BOARD OF COUNTY COMMISSIONERS  
OF SANDOVAL COUNTY**

\_\_\_\_\_  
Darryl F. Madalena, Chairman

**ATTEST:**

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James Dominguez, Vice Chairman

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Eileen Garbagni, County Clerk

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Nora Scherzinger, Member

**APPROVED AS TO FORM:**

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Don G. Chapman, Member

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Patrick Trujillo, County Attorney

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Glenn Walters, Member