



Veterans' Preference

The state and all political subdivisions of the state shall give preference in employment, promotions after being deployed and retention. (FS 295.07, 295.11) Individuals who qualify for this preference are as follows:

1. A disabled veteran who has served on active duty in any branch of the U.S. Armed Forces, has received an honorable discharge, and has established the present existence of a service-connected disability that is compensable under public laws administered by the U.S. Department of Veterans Affairs; or who is receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the U.S. Department of Veterans Affairs and U.S. Department of Defense.
2. The spouse of a person who has a total disability, permanent in nature, resulting from a service-connected disability and who, because of this disability, cannot qualify for employment, and the spouse of a person missing in action, captured in line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power.
3. A wartime veteran as defined in s. 1.01(14), who has served at least one day during a wartime period. Active duty for training may not be allowed for eligibility under this paragraph.
4. The unremarried widow or widower of a veteran who died of a service-connected disability.
5. The mother, father, legal guardian, or unremarried widow or widower of a member of the U.S. Armed Forces who died in the line of duty under combat-related conditions, as verified by the U.S. Department of Defense.
6. A veteran as defined in s. 1.01(14), F.S. Active duty for training may not be allowed for eligibility under this paragraph.
7. A current member of any reserve component of the U.S. Armed Forces or the Florida National Guard.

Effective July 1, 2021 – To promote veteran employment, new state legislation authorizes state and political subdivisions to waive certain postsecondary educational requirements for employment for certain service members and veterans. In addition to requiring each political subdivision to develop and implement a veterans’ recruitment plan, it modifies point preferences given to veterans and their family members when a numerically based selection process is used for hiring. [Click here for details.](#)

Veterans must have been honorably discharged as indicated on their DD214 to be eligible for preference. Eligible applicants who meet the requirements for the position are guaranteed preference at every step through-out the hiring process.

Public entity employers who advertise for qualifying positions must make the applicant aware that preference is available. The employer must also provide the applicant with information as to what can be done if the veteran believes he/she was denied preference for employment, promotion, or retention.

An applicant who believes he or she was not afforded employment, promotion or retention preference may file a complaint with the FDVA. The complaint must be made within 60 days from the date a non-select notice was received. The FDVA can investigate and make a determination as to whether a violation has occurred. For FAQ’s please: [click here.](#)

For more information, call (727) 518-3202, Ext. 5511 or by email at:
VeteransPreference@FDVA.FL.GOV.