

City of Pompano Beach

VETERANS' PREFERENCE INFORMATION

The following information is provided to all applicants for positions with the City of Pompano Beach. Florida Statute 295 specifies the procedures for awarding hiring and retention preference to those eligible veterans and spouses of veterans that have honorably served in the United States Armed Forces. Veterans' Preference is only available to Florida residents. This law does not apply to anyone discharged under less than honorable conditions.

Persons Eligible for Appointment and Retention Preference:

- A veteran with a service-connected disability who is eligible for or receiving compensation, disability retirement, or pension under public laws administered by the U.S. Department of Veterans' Affairs and the Department of Defense.
- The spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the spouse of a veteran missing in action, captured, or forcibly detained by a foreign power.
- A veteran of any war who has served on active duty for one day or more during a wartime period, excluding active duty for training, and who was discharged under honorable conditions from the Armed Forces of the United States of America.
- The unremarried widow or widower of a veteran who died of a service-connected disability.
- The Armed Forces Expeditionary Medal, as well as the Global War on Terrorism Expeditionary Medal are qualifying for Veterans' Preference, provided the individual is otherwise eligible.

Wartime periods are outlined as follows:

World War II:	12/07/1941 – 12/31/1946	Korean Conflict:	06/27/1950 – 01/31/1955
Vietnam Era:	02/28/1961 – 05/07/1975	Persian Gulf War:	08/02/1990 – 01/02/1992
Operation Enduring Freedom:	10/07/2001 – to be determined (TBD)	Operation Iraqi Freedom:	03/19/2003 – TBD

Eligible veterans and spouses of veterans are entitled to have their written test scores augmented by either five (5) or ten (10) points as outlined below.

- Ten Points – You must have a service connected disability or is the spouse of a person with a total and permanent service connected disability, missing in action, or is being forcibly detained in the line of duty by a foreign government or power.
- Five Points – The veteran of any war, and discharged honorably, or the unremarried widow or widower of a veteran that died of a service connected disability.
- When a numerically based selection process is not used, granting of an interview is one example of the type of special consideration which may be given to a preferred applicant.

Effective July 1, 2007, (1) preference eligibility no longer expires upon appointment of the eligible person to a position with the state or any political subdivision in the state, (2) Persons who were previously ineligible for preference because they held or are currently holding a job with a public employer are now eligible to use their veterans' preference again with all employers covered by law, (3) Persons were previously ineligible for preference because they did not serve during an eligible wartime period may now be eligible for Veterans' Preference if they served during: Operation Enduring Freedom or Operation Iraqi Freedom.

NOTE: The burden of proof for veteran's preference is on the applicant. You must provided documentation of service, such as a discharge or DD form 214. Documentation shall include the following: (a) Veterans, disabled veterans, and spouses of disabled veterans shall furnish a Department of Defense document, commonly known as form DD-214 or military discharge papers, or equivalent certification from the VA, listing military status, dates of service and discharge type. (b) Disabled veterans shall also furnish a document from the Department of Defense, the VA, or the Department certifying that the veteran has a service-connected disability. (c) Spouses of disabled veterans shall also furnish either a certification from the Department of Defense or the VA that the veteran is totally and permanently disabled or an identification card issued by the Department; spouses shall also furnish evidence of marriage to the veteran and a statement that the spouse is still married to the veteran at the time of the application for employment; the spouse shall also submit proof that the disabled veteran cannot qualify for employment because of the service-connected disability. (d) Spouses of persons on active duty shall furnish a document from the Department of Defense or the VA certifying that the person on active duty is listed as missing in action, captured in line of duty, or forcibly detained or interned in line of duty by a foreign government or power; such spouses shall also furnish evidence of marriage and a statement that the spouse is married to the person on active duty at the time of that application for employment. (e) The unremarried widow or widower of a deceased veteran shall furnish a document from the Department of Defense or the VA certifying the service-connected death of the veteran, and shall further furnish evidence of marriage and a statement that the spouse is not remarried. (f) Spouses of persons eligible to claim preference under subsection 55A-7.008(2), F.A.C., shall furnish certification from the VA that the veteran has a total and permanent service-connected disability. (g) All documents specified in this section must clearly indicate that they are copies of originals.

Should you believe that you have not been awarded your veteran's preference rights as required by Florida Statute, you may file an appeal with the Florida Department of Veterans' Affairs, P.O. Box 31003, St. Petersburg, FL 33731, within twenty-one (21) days of the notice to hire.