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. This law does not apply to anyone discharged under less than honorable conditions (discharge must be Honorable).

Persons Eligible for Appointment and Retention Preference:

A. Disabled Veteran who served on active duty in any branch of the Armed Forces and who presently has an existing service-connected disability which is compensable under public laws administered by the Department of Veterans Affairs or is receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the Department of Veterans Affairs and the Department of Defense.
B. The spouse of a Veteran who has a total and permanent service-connected disability and who, because of this disability, cannot qualify for employment or who is missing in action, captured in line of duty by a hostile force, or detained or interned in line of duty by a foreign government or power.
C. A Veteran of any war, who has served at least one day during that war time period as defined in subsection 1.01 (14) or who has been awarded a campaign or expeditionary medal. Active duty for training shall not be allowed for eligibility under this paragraph.
D. The unremarried widow or widower of a Veteran who died of a service-connected disability.
E. The mother, father, legal guardian, or unremarried widow or widower of a service member who died as a result of military service under combat-related conditions as verified by the United States Department of Defense.
F. A Veteran as defined in section 1.01 (14) Florida Statutes. "Active Duty for Training" may not be allowed under this paragraph. The term "veteran" is defined as a person who served in the active military, naval, or air service and who was discharged or released therefrom under honorable conditions only or who later received an upgraded discharge under honorable conditions.
G. A current member of any reserve component of the United States Armed Forces or the Florida National Guard.

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 (renamed Operation New Dawn: 9/1/2010 – TBD)

Eligible veterans and spouses of veterans are entitled to have their written test scores augmented by either ten (10), fifteen (15), or twenty (20) points as outlined below.

- Twenty points for a person under categories A or B.
- Fifteen points for a person under categories C, D, or E.
- Ten points for a person under categories F or G.

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, provided that the applicant meets the minimum qualifications of the position.

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. Effective July 1, 2014, (1) the Florida residency requirement was removed, (2) the requirement to serve during a wartime period was removed, (3) the following categories for preference were added: categories E, F, and G as noted above.

- Internal promotions may involve additional rules.
- Educational requirements may be waived for specific veterans where permitted by law.

NOTE: The burden of proof for Veterans' Preference is on the applicant. You must provide 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 [under categories A, B, C, D, F]. (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 [under category A]. (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 [under category B]. (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 [under category B]. (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 [under category D]. (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 [under category B]. (g) The mother, father, legal guardian, or unremarried widow or widower of a deceased member of the Armed Forces who died in the line of duty under combat conditions shall furnish the following [under category E]: mother or father of the deceased member shall submit birth certificate, adoption papers or other legal documentation verifying the applicant is the parent and the documentation from the Department of Defense certifying the service-connected death of the member was under combat-related conditions; legal guardian shall submit proof of legal guardianship; unremarried widow or widower of a deceased member shall furnish evidence of marriage, a statement that the spouse is not remarried and documentation from the Department of Defense certifying the service-connected death of the member was under combat-related conditions. (h) Current reserve and Florida National Guard members shall provide a letter stating they are a current member of any reserve component of the US Armed Forces or the Florida National Guard signed by the military human resources department or the commanding officer (or equivalent officer) in charge of their military service [under category G]. (i) 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 sixty (60) days of the non-select notice.