

## Veterans' Preference

**Candidates eligible for Veterans Preference include:**

1. Disabled Veterans who have served on active duty in any branch of the Armed Forces and who presently have an existing service-connected disability which is compensable under public laws administered by the Department of Veterans' Affairs (DVA) or are receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the DVA and the Department of Defense.
2. 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 the line of duty by a hostile force, or detained or interned in line of duty by a foreign government or power.
3. A Veteran of any war, who has served at least one day during that war time or who has been awarded a campaign or expeditionary medal such as the Global War on Terrorism Expeditionary Medal.
  - World War II: December 7, 1941 to December 31, 1946
  - Korean Conflict: June 27, 1950 to January 31, 1955
  - Vietnam Era: February 28, 1961 to May 7, 1975
  - Persian Gulf War: August 2, 1990 to January 2, 1992
  - Operation Enduring Freedom: October 7, 2001 to TBD
  - Operation Iraqi Freedom: March 19, 2003 to TBD
  - Operation New Dawn: September 1, 2010 to TBD
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 service member who died as a result of military service under combat-related conditions as verified by the United States Department of Defense.
6. A veteran who served in the active military, naval or air service and who was discharged under honorable conditions.
7. A current member of any reserve component of the United States Armed Forces or The Florida National Guard.

%	Item	Explanation
15%	1. 2.	Disabled Veterans Spouse of Veteran who meets criteria above
10%	3. 4. 5.	Wartime Veteran and/or recipient of Expeditionary Medal Unremarried widow/er of veteran who died as a result of military service combat Parent, legal guardian, or unremarried widow/er of veteran who died as a result of military service under combat-related conditions
5%	6. 7.	A veteran who served in the active military, naval or air service. Current member of any reserve component of the United States Armed Forces or The Florida National Guard (Exception: those serving on current active duty for training are ineligible for preference).

Item	Required Documentation <b>All applicants must supply a <a href="#">Veterans' Preference Certification FDVA Form VP-1</a></b>
1.	<ul style="list-style-type: none"> <li>• A Department of Defense document, commonly known as form DD-214 or military discharge papers, or equivalent certification from the Department of Veteran Affairs, listing military status, dates of service and Character of Discharge. Must have an Honorable Discharge</li> <li>• A document from the Department of Defense, the DVA, or the Department certifying that the Veteran has a service-connected disability of 10% or greater or letter from the VA showing compensation will be provided for a service connected disability.</li> </ul> <p>NOTE: Please send us the statement that shows the total disability candidates with 30% or greater disability are afforded more preference than those with less than 30% disability.</p>
2.	<ul style="list-style-type: none"> <li>• DD-214 (see 1<sup>st</sup> bullet under #1).</li> <li>• Spouses of disabled Veterans must 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 must 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 must also submit proof that the disabled Veteran cannot qualify for employment because of the service-connected disability.</li> <li>• Spouses of persons on active duty must furnish a document from the Department of Defense or the DVA 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 must 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.</li> </ul>
3.	DD-214 (see 1 <sup>st</sup> bullet under #1).
4.	<b><a href="#">Unremarried Widow or Widower Certification FDVA form VP-3 and DD-214.</a></b>
5.	The mother, father, or legal guardian of a deceased Veteran must furnish a document from the Department of Defense showing the death of service member while on duty status under combat-related conditions or the Department of Veterans Affairs certifying the service-connected death of the Veteran, and must further furnish evidence of marriage. The legal guardian must show the proper court documents establishing the legal authority for the Guardian.
6.	DD-214 (see 1 <sup>st</sup> bullet under #1).
7.	<b><a href="#">FDVA form VP-2</a></b>

**What positions are eligible and what positions are exempt from Veterans' Preference?**

Most full-time positions with benefits are eligible. Positions that are exempt from Veterans' Preference include Executives, Directors as well as positions with managerial responsibilities (Manager II, III but not a manager over processes). Most positions that require a license such as Professional Engineer (P.E.) are exempt. Temporary positions are also exempt from Veterans' Preference.

### **Are applicants currently serving in active duty eligible for veteran's preference?**

No, a veteran is defined as a person who served in the active military, naval, or air service and was discharged or released under honorable conditions (or who later received an upgraded discharge under honorable conditions). However, current members of the reserve are eligible.

### **Are current employees eligible for veteran's preference?**

It depends. When a job is advertised "open to all candidates", current employees may use Veterans' Preference. When a job is advertised "for current employees only", only those employees that have been activated again while serving in their current position will be eligible to use Veterans' Preference.

### **Is documentation required for each position?**

As long as you use your current application to apply to other positions within Sarasota County Government, your Veterans' Preference documents will not need to be furnished again. To use your current application, make sure you sign-in and then you can refer your application to a position(s).

If you complete a brand new application, you will need to furnish documentation again.

### **Need Assistance**

For questions, contact Gail Coel at 941-861-5814 and for assistance in attaching documentation to your application contact us at 841-861-5742. If you qualify for a position that qualifies for Veterans' Preference and believe that you have not been afforded preference you may contact Gail Coel at [gcoel@scgov.net](mailto:gcoel@scgov.net) to request an investigation. We thank you for serving our country and the sacrifices your family has made. Sarasota County Government is committed to providing Veterans' Preference to qualified applicants.

Applicants that meet the minimum job requirements and qualify for Veterans' Preference that believe they have not been afforded employment preference in accordance with applicable Florida law, they may file a written complaint requesting an investigation to the Florida Department of Veterans' Affairs, Division of Benefits and Assistance, 9500 Bay Pines Blvd, Room 214, St. Petersburg, Florida 33708. The complaint may be filed within 60 calendar days from the date the applicant receives notice that they were not selected. For more information please see [55A-7 : VETERANS' PREFERENCE IN APPOINTMENT](#) and [55A-7.016 : Enforcement of Preference - Florida Administrative Code](#).

Revised: 7/20/18 glc



## VETERANS' PREFERENCE CERTIFICATION

Date: \_\_\_\_\_ Name: \_\_\_\_\_

Section 295.07(1), Florida Statutes, provides for Veterans' Preference in employment appointment and retention, if qualified under one of the following categories, and not exempt under Section 295.07(4), Florida Statutes. Section 295.09, Florida Statutes, also provides Veterans' Preference for reinstatement, reemployment, and promotion. If you seek Veterans' Preference, please "check" the appropriate box, and provide this form and documentation of your status with your employment application, no later than the position advertisement closing date.

I certify that I am qualified to claim Veterans' Preference under the category checked below:

(a) A disabled veteran:

1. Who has served on active duty in any branch of the United States 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 United States Department of Veterans Affairs; or
2. Who is receiving compensation, disability retirement benefits, or pension by reason of public laws administered by the United States Department of Veterans Affairs and the United States Department of Defense.

(b) 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.

(c) A wartime veteran as defined in s. 1.01(14), who has served at least 1 day during a wartime period. I acknowledge that active duty for training may 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 member of the United States Armed Forces who died in the line of duty under combat-related conditions, as verified by the United States Department of Defense.

(f) A veteran as defined in s. 1.01(14), F.S. I acknowledge that active duty for training may not be allowed for eligibility under this paragraph.

(g) A current member of any reserve component of the United States Armed Forces or the Florida National Guard. If so, please attach FDVA form VP2, signed by your immediate military supervisor, to document your status.

Please submit this certification with your application, or as soon as possible, prior to the date that the position advertisement closes. **In order to receive Veterans' Preference and to complete your application, this form and documentation to prove your status must be returned to the Human Resources ("HR") office in accordance with Rule 55A-7.013, Florida Administrative Code.** Please contact Gail Coel, Sarasota County Government HR at (941) 861-5814 or [gcoel@scgov.net](mailto:gcoel@scgov.net), if you have any questions.

This statement is true to the best of my knowledge and belief.

By \_\_\_\_\_

Printed Name

Veterans' Preference Certification, FDVA form VP-1, effective date: \_\_\_\_\_, incorporated in Rule 55A-7.013, FAC



## Certification of Unremarried Widow or Widower

Section 295.07(1)(d), Florida Statutes, provides Veterans' Preference in appointment and retention for an unremarried widow or widower of a Veteran who died of a serviced connected disability and

Section 295.07(1)(e), Florida Statutes, provides Veterans' Preference in appointment and retention for an unremarried widow or widower of a member of the United States Armed Forces who died in the line of duty under combat-related conditions.

In order to receive Veterans' Preference in employment appointment and retention, this form documenting the fact that I have not remarried, must be returned to the Human Resources office along with Veterans' Preference Certification, FDVA form VP-1, in order to complete the application packet.

### To be completed by Unremarried Widow or Widower:

I certify that I, \_\_\_\_\_, was married to \_\_\_\_\_,  
a member of \_\_\_\_\_ (branch) of the United States Armed Forces.

I further certify that I have not remarried since the date of his/her death.

\_\_\_\_\_  
**Signature of Widow or Widower** Date: \_\_\_\_\_

Printed name: \_\_\_\_\_

Home/mobile telephone(s): \_\_\_\_\_

Address: \_\_\_\_\_

**Witness:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Printed name: \_\_\_\_\_

Address: \_\_\_\_\_



**Certification of Current Member of Reserve Component of the United States Armed Forces or The Florida National Guard**

To be completed by your IMMEDIATE MILITARY SUPERVISOR:

I certify that \_\_\_\_\_ is a current member of \_\_\_\_\_ (branch) Reserve Component of the United States Armed Forces or The Florida National Guard (circle one) and is in "Honorable" standing as of this date.

\_\_\_\_\_  
Signature of Immediate Military Supervisor Date: \_\_\_\_\_  
\_\_\_\_\_  
Supervisor's Printed Name and Rank Military Supervisor's Telephone Number

To be completed by APPLICANT:

Section 295.07(1)(g), Florida Statutes, provides for Veterans' Preference in appointment and retention for a Current member of any Reserve Component of the United States Armed Forces or The Florida National Guard, serving honorably.

In order to receive Veterans' Preference in employment appointment and retention, this form documenting my current service must be returned to the Human Resources office along with Veterans' Preference Certification, FDVA form VP-1, in order to complete the application packet.

I certify that I am a Current member of \_\_\_\_\_, honorably serving, that I intend to continue my military service, and that the following information is accurate:

Address: \_\_\_\_\_

Home/mobile telephone(s): \_\_\_\_\_

By: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Current Member

\_\_\_\_\_  
Printed name