

## **I. GENERAL**

Chapter 295, Florida Statutes, sets forth certain requirements for public employers to accord preferences, in appointment, retention and promotion, to certain veterans and spouses of veterans who are Florida residents. The relevant portions of the law apply to “the state and its political subdivisions.” Public utilities, state universities, school districts and special taxing districts are subject to the requirements of Chapter 295.

## **II. CATEGORIES OF PROTECTED INDIVIDUALS**

Section 295.07, Florida Statutes, extends veterans’ preference to:

- 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.
- Receipt of any Armed Forces Expeditionary Medal is qualifying for veterans’ preferences.

## **III. ENFORCEMENT**

If an applicant claiming veterans’ preference for a vacant position is not selected, he/she may file a complaint with the Florida Department of Veterans’ Affairs (FDVA)-Mary Grizzle Building, Suite 311-K  
11351 Ulmerton Road  
Largo, FL 33778-1630

A complaint must be filed within twenty-one days of the applicant receiving notice of the hiring decision made by the employing agency or within three months of the date the application is filed with employer if no notice is given. The enforcement mechanism established by the regulations provided for an initial investigation by the Florida Department of Veterans’ Affairs, followed by an evidentiary proceeding before the Public Employees Relations Commissions if the matter cannot be earlier resolved.

**IV.** For additional information concerning veterans' preference, please contact the Florida Department of Veterans' Affairs,

**By phone at: (727) 518-3202, ext.548**

**By email: [burnsj@fdva.state.fl.us](mailto:burnsj@fdva.state.fl.us) or**

**Write us at Florida Department of Veterans' Affairs (FDVA)**

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