

VETERANS' PREFERENCE

SUMMARY

Open-Competitive Provision: It is the policy of Miami-Dade County to give preference to eligible veterans and eligible spouses of veterans in the filling of vacant positions in accordance with federal and state law. Veterans' preference does not apply to certain positions, such as department directors, physicians and positions that require membership in the Florida Bar.

Preference will be extended to veterans who have served during period of war, veterans with a service-connected disability, the spouse of a veteran who cannot qualify for employment because of a total and permanent service-connected disability, or the unremarried widow or widower of a veteran who died of a service-connected disability.

Wartime Era

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

Gulf War - August 2, 1990 to January 2, 1992

Operation Enduring Freedom - October 7, 2001 to Present

Operation Iraqi Freedom - March 19, 2003 to Present*

Such other wartime period as may be added by law

*Operation Iraqi Freedom has been renamed Operation New Dawn

PROCEDURE

At the time of application:

1. The applicant must complete the Veterans' Preference section of the job application and submit the appropriate documentation at the time of application or no later than three calendar days of the position's closing date. If a holiday occurs during this period, one additional calendar day will be granted for the submittal of documentation.
2. A DD-214 (Member 4 or Service 2 copy) must be submitted.
3. Veterans claiming a service-connected disability must submit a letter from the Department of Veterans Affairs certifying the disability. This letter cannot be dated more than one year prior to the veterans' preference claim.
4. The applicant must have had an honorable discharge from the armed forces in order to receive preference.
5. Preference will not be awarded unless the documentation is complete.
6. Documents need not be originals and they should be marked to indicate the job posting number and classification for which the applicant is applying.
7. Documents may be scanned and emailed to vet@miamidade.gov, faxed to (305) 679-7545, hand delivered by the applicant or representative, or mailed to Miami-Dade County, Human

Resource Department/ Recruitment, Testing and Career Development Division, 111 NW First Street, Suite 2110, Miami, FL 33128-1906.

8. Documents that arrive after the deadline will *not* be accepted.

Promotional Provision: Miami-Dade County employees who leave their County employment to serve in the armed forces may be eligible for veterans' preference for promotion upon their return to the workforce.

1. This benefit applies to those positions that are in a series (e.g. Fire Lieutenant to Fire Captain or Correctional Officer to Correctional Corporal).
2. A DD-214 (Member 4 or Service 2 copy) must be submitted.
3. Veterans claiming a service-connected disability must submit a letter from the Department of Veterans Affairs certifying the disability. This letter cannot be dated more than one year prior to the veterans' preference claim.
4. The returning County employee must have had an honorable discharge from the armed forces and be reinstated as a County employee within the timeframe prescribed by law.
5. Documents need not be originals and they should be marked to indicate the job posting number and classification for which the applicant is applying.
6. Documents must be hand delivered by the applicant or representative, or mailed to Miami-Dade County, Human Resources Department, Recruitment, Testing and Career Development Division, Recruitment and Internal Placement Section, 111 NW First Street, Suite 2110, Miami, FL 33128-1906.

CONTACT(S):

Department/Division

Human Resources Department/Recruitment, Testing and Career Development Division

REFERENCE DOCUMENT(S):

F.S. Chapter 295, Section 295.07

Uniformed Services Employment and Reemployment Rights Act (USERRA)

http://www.miamidade.gov/jobs/faq_veterans.asp