Veterans’ Preference in Employment

Since 1947, Florida law has given preference in the employment process to United States war veterans in recognition of their military service. Veterans’ preference was expanded this past legislative session with the passing of House Bill 7015.

The changes, which are effective July 1, 2014, include the following:

- You no longer have to be a Florida resident to claim veterans’ preference.
- You no longer have to serve during a wartime period to claim veterans’ preference.
- The following categories for preference were added:
  - 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;
  - A veteran as defined in s. 1.01(14). Active duty for training may not be allowed for eligibility under this paragraph; and
  - A current member of any reserve component of the United States Armed Forces or the Florida National Guard.

Applicants seeking additional information on claiming veterans’ preference can visit: https://jobs.fsu.edu/index.cfm?page=JobSeekers_Vets.

Hiring departments seeking additional information on veterans’ preference can visit: http://hr.fsu.edu/index.cfm?page=Departreps_Employ_VetsPreferenceUSPS.

Human Resources will continue to identify and notify departments of Veterans who qualify for Veterans’ Preference and are to be interviewed.

Florida State University (FSU) is deeply committed to honoring the preference given by Florida law to U.S. veterans, and the spouses and family members of veterans, in appointment and retention in employment. We encourage eligible persons to apply for any open, qualified positions and pledge to faithfully comply with veterans’ preference guidelines when filling these positions. Additionally, The Office of Human Resources (HR) supports the Vision of the FSU Student Veterans Center to become the most veteran-friendly university in the United States.

Questions can be directed to April Smatt in Human Resources–Employment at asmatt@admin.fsu.edu or (850) 644-6035.