

Veteran's Preference- A PPHP Guide

In compliance with Chapter 295, Florida Statute, the University of Florida is committed to providing preference to U.S. veterans, spouses and other covered relatives of veterans in hiring, promotion, and retention for all qualified positions.

Eligible positions at UF for veteran's preference will have Sal Plan TU2N/US2N or TU2E/US2E.

Applicant may claim veteran's preference if he/she:

- Is a veteran who has served on active duty for at least one day
- Is a wartime veteran who has served at least one day during a wartime period
- Has a service-connected disability
- Is the spouse of a veteran who cannot qualify for employment because of a total and permanent disability
- Is 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.
- Is the unremarried widow(er) of a veteran who died of a service-connected disability
- Is a veteran that received certain high-level medals
- Is a current member of any reserve component of the United States Armed Forces or of the Florida National Guard

Applicant must **signify** he/she is claiming veteran's preference by:

- Checking YES on application **AND**
- Including a copy of his/her DD-214 showing honorable discharge or equivalent certification from the Department of Veterans Affairs OR must present documentation stating current service is honorable
- Providing appropriate supporting documentation as needed, to substantiate reason for claiming veteran's preference (examples might include: birth certificate, marriage license, service-connected disability paperwork, etc)

If an applicant has a successful veteran's preference claim, he/she must be given the same first round level of consideration as all other applicants found to be qualified and competitive for the position, regardless of the applicant's competitiveness. He/she is required **ONLY** to meet minimum qualifications for this first level of consideration. For example, if a department conducts telephone interviews as their first level of screening, then the veteran must also be offered a telephone interview. However, if a department elects to do first-round interviews face-to-face, then the veteran must also be offered a first-round face-to-face interview. Giving Veteran Applicants Preference in the Recruitment Process - <http://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/managing-applications/reviewing-applicants/#veterans>

You may view a full list of the eligibility criteria as well as frequently asked questions on Recruitment and Staffing's Veterans' Preference webpage: <https://jobs.ufl.edu/applicant-resources/veterans/>