

By the Committee on Military and Veterans Affairs, Space, and Domestic Security; and Senator Evers

583-02600-16

20161538c1

1 A bill to be entitled

2 An act relating to veterans employment; amending s.  
3 295.07, F.S.; requiring each state agency and  
4 authorizing other political subdivisions of the state  
5 to develop and implement a veterans recruitment plan;  
6 requiring specified goals for veterans recruitment  
7 plans; requiring the Department of Management Services  
8 to collect specified data and to include the data in  
9 its annual workforce report and on its website;  
10 amending ss. 295.085 and 295.09, F.S.; conforming  
11 cross-references; providing an effective date.

12  
13 Be It Enacted by the Legislature of the State of Florida:

14  
15 Section 1. Present subsection (4) of section 295.07,  
16 Florida Statutes, is renumbered as subsection (5), and a new  
17 subsection (4) is added to that section, to read:

18 295.07 Preference in appointment and retention.—

19 (4) (a) Each state agency shall, and political subdivisions  
20 of the state may, develop and implement a written veterans  
21 recruitment plan that establishes annual goals for ensuring the  
22 full use of veterans in the agency's or political subdivision's  
23 workforce. Each veterans recruitment plan must be designed to  
24 meet the established goals.

25 (b) The Department of Management Services shall collect  
26 statistical data for each state agency on the number of persons  
27 who claim veterans' preference, the number of persons who are  
28 hired through the veterans' preference, and the number of  
29 persons who are hired as a result of the veterans recruitment  
30 plan. The department shall annually update the statistical data  
31 on its website and include it in its annual workforce report.

583-02600-16

20161538c1

32        (c) For purposes of this subsection, a veterans recruitment  
33 plan applies to veterans and their family members identified in  
34 subsection (1).

35        Section 2. Section 295.085, Florida Statutes, is amended to  
36 read:

37        295.085 Positions for which a numerically based selection  
38 process is not used.—In all positions in which the appointment  
39 or employment of persons is not subject to a written  
40 examination, with the exception of positions that are exempt  
41 under s. 295.07(5) ~~s. 295.07(4)~~, first preference in  
42 appointment, employment, and retention shall be given by the  
43 state and political subdivisions in the state to a person  
44 included under s. 295.07(1)(a) or (b), and second preference  
45 shall be given to a person included under s. 295.07(1)(c), (d),  
46 (e), (f), or (g) who possess the minimum qualifications  
47 necessary to discharge the duties of the position involved.

48        Section 3. Paragraph (a) of subsection (1) of section  
49 295.09, Florida Statutes, is amended to read:

50        295.09 Reinstatement or reemployment; promotion  
51 preference.—

52        (1)(a) When an employee of the state or any of its  
53 political subdivisions employed in a position subject or not  
54 subject to a career service system or other merit-type system,  
55 with the exception of those positions which are exempt pursuant  
56 to s. 295.07(5) ~~s. 295.07(4)~~, has served in the Armed Forces of  
57 the United States and is discharged or separated therefrom with  
58 an honorable discharge, the state or its political subdivision  
59 shall reemploy or reinstate such person to the same position  
60 that he or she held prior to such service in the armed forces,

583-02600-16

20161538c1

61 or to an equivalent position, provided such person returns to  
62 the position within 1 year of his or her date of separation or,  
63 in cases of extended active duty, within 1 year of the date of  
64 discharge or separation subsequent to the extension. Such person  
65 shall also be awarded preference in promotion and shall be  
66 promoted ahead of all others who are as well qualified or less  
67 qualified for the position. When an examination for promotion is  
68 utilized, such person shall be awarded preference points, as  
69 provided in s. 295.08, and shall be promoted ahead of all those  
70 who appear in an equal or lesser position on the promotional  
71 register, provided he or she first successfully passes the  
72 examination for the promotional position.

73 Section 4. This act shall take effect October 1, 2016.