



Veterans Recruitment Plan

Plan Administered by the
City of Palm Bay Human Resources Department

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The City of Palm Bay values the service veterans and their family members have given to our country and supports the hiring of returning service members and military spouses.

**City of Palm Bay Veterans' Recruitment Plan
Fiscal Year 24 (October 1, 2023 - September 30, 2024)**

INTRODUCTION

The City of Palm Bay is committed to successfully recruiting and onboarding talented and skilled veterans into the City's workforce. The City of Palm Bay recognizes the extensive training, experience, and transferable skills gained through military service and also recognizes the challenges associated with implementing a successful recruitment and onboarding process for individuals possessing these skill sets.

PURPOSE

The City of Palm Bay's Veterans' Recruitment Plan (the Plan) is to encourage individuals eligible for veterans' preference in accordance with section 295.07, Florida Statutes, (F.S.), to seek employment opportunities with the City. This plan is designed to meet the City's recruitment goals as required by section 295.07(5)(a), F.S., and increase the awareness among veterans of employment opportunities with the City.

CITY OF PALM BAY PLAN GOALS

The following recruitment goals have been established by the City of Palm Bay with the intent to increase veterans' awareness of employment opportunities within the City, as well as assisting veterans with the successful navigation of the our recruiting and onboarding process.

1. The City will participate in at least one job fair per fiscal year exclusively for hiring veterans hosted by public or private organizations which provide or support employment services to veterans or those eligible for veterans' preference as described in section 295.07, F.S. Our goal is to attend as many as possible.
2. The City will advertise employment opportunities on our public website, on GovernmentJobs.com, and through Career Source Brevard to expand veteran access to City job vacancies.
3. The City's recruitment page will include notice of our commitment by stating that the City values the service that veterans and their family members have given to our country and that the City supports the hiring of returning service members and military spouses.
4. The City will stay up to date on 295.07, F.S. and will provide ongoing training to all involved in the recruitment and hiring processes of the City.

The City of Palm Bay will document these recruitment goals by monitoring the effectiveness of our goals.

REPORTING REQUIREMENTS

Each year, the City of Palm Bay will respond to the Department of Management Services (DMS) request for statistical data related to the recruitment plan which will, at a minimum, include requests for the number of eligible persons who are hired as a result of the veterans' recruitment plan.

DMS will annually update the statistical data on its public website and include such data in its annual workforce report. Data will be collected on a fiscal year basis.

Resources

Hiring and Recruitment Resources

American Job Center: <https://www.careeronestop.org/Veterans/default.aspx>

Career Source Florida Centers - Veterans Employment Program Services: <http://careersourceflorida.com/>

Post jobs on Vets.gov: <https://www.vets.gov/employment/employers/post-a-job/>

U.S. Department of Veterans Affairs - Recruitment and Selection Best Practices Guide:

<http://www.diversity.va.gov/products/files/RSG.pdf>

Online Military Resources

American Veterans Posts: <http://www.amvets.org/>

Enlisted Rank Insignias: <https://www.defense.gov/Resources/Insignias/#enlisted-insignia>

Florida Military Bases: <http://militarybases.com/florida/>

Military Terminology: <http://www.militaryterms.net/>

Officer Rank Insignias: <https://www.defense.gov/Resources/Insignias/#officer-insignia>

Translating Military Experience: <http://www.job-hunt.org/veterans-job-search/translating-military-experience.shtml> or <http://www.onetonline.org/crosswalk/MOC/>

Relevant Statutes and Rules

Section 295.07, F.S., Preference in appointment and retention:

http://www.leg.state.fl.us/STATUTES/index.cfm?App_mode=Display_Statute&Search_String=&URL=020-0299/0295/Sections/0295.07.html

Rule 55A, F.A.C. (FDVA): <http://floridavets.org/resources/veterans-preference/>