**City of Clearwater Veteran’s Recruitment Plan**

The following recruitment and retention goals have been established by City of Clearwater with the intent to increase veterans' awareness of employment opportunities within City of Clearwater, as well as assisting veterans with the successful navigation of the general recruiting, onboarding, and promotional processes within City of Clearwater.

1. The city will participate in at least one in-person or virtual job fairs exclusively for hiring veterans whenever possible. The job fairs must be 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.
2. The city will advertise employment opportunities on its public website, in addition to People First, to expand veterans' access to vacancies.
3. The city will state in recruitment materials that the city values the service 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 include a notice stating that certain servicemembers and veterans, and the spouses and family members of such the servicemembers and veterans, receive preference and priority, and that certain servicemembers and veterans may be eligible to receive waivers for postsecondary educational requirements and are encouraged to apply for the positions being filled.
5. The city will waive the post-secondary requirements for eligible internal promotions when the veteran meets all other minimal requirements when applicable.
6. The city will post statements on recruiting pages and job postings.

EOE/AA/ADA/VP Certain service members and veterans, and the spouses and family members of the service members and veterans, receive preference and priority in employment by the state and are encouraged to apply for the positions being filled. If a qualified applicant claiming Veterans’ Preference for a vacant position is not selected, he/she may file a complaint with the Florida Department of Veterans’ Affairs. Please note that preference will not be awarded retroactively.

The City of Clearwater is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment. The City of Clearwater does not discriminate because of race, color, religion, national origin, age, disability, marital status, sexual orientation, gender identity, gender expression, sex (including conditions of pregnancy and sexual harassment), or genetic or family medical history information as defined by GINA., or other non-merit factor.

The City of Clearwater will document the completion of established recruitment goals by the City of Clearwater.

## REPORTING REQUIREMENTS

Each year, City of Clearwater will respond to the 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.

ODES 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 by the Human Resources Department – Office of Diversity and Equity Services.