



City of Stuart

Veterans Recruitment Plan

October 1, 2023 – September 30, 2024

City of Stuart

Veterans Recruitment Plan

Effective Date of Plan: October 1, 2023 – September 30, 2024

Agency Head

Michael J. Mortell

City Manager

Address

121 SW Flagler Avenue

Stuart, Florida 34994

Phone

772-288-5315

Veterans Recruitment Plan Officer

Rosamond (Roz) Johnson Strong, M.Ed.

Human Resources Director

Contact: rjohnson@ci.stuart.fl.us

772-288-5322

City of Stuart Veteran's Recruitment Plan

Introduction

The City of Stuart is committed to successfully recruiting and onboarding talented and skilled Veterans into the workplace. The City recognizes the extensive training, experience and transferrable skills gained through military service, and the challenges associated with securing employment in civilian life. The City is prepared to honor our Veterans by providing priority and preference in any and all applicable areas in accordance with Florida Statutes, Section 295.07, in our recruitment and retention process.

Purpose

The purpose of this recruitment plan is to encourage eligible Veterans, service members and their families, to seek employment with our organization, and to create a work environment that provides value and a sense of enrichment throughout their career at the City. The plan is designed to meet the City's recruitment goals as required by statute, increase the awareness among Veterans of the employment opportunities available within our organization, and create a seamless recruitment process for Veterans in our organization.

Agency – Established Goals

The following goals have been enacted by the City of Stuart to increase Veterans' awareness of employment opportunities with the City, as well as assisting Veterans with the successful navigation of the general recruiting and onboarding process within the City.

1. The City will seek out and participate in job fairs exclusively aimed towards hiring Veterans. We will ensure that the job fairs are hosted by organizations that support employment services to those eligible for Veterans preference, as described in statute.
2. The City will include additional Veteran language in our employment advertisements and will designate a section on our public website for Veteran recruitment information and updates. We will continue to expand Veterans access to our vacancies by advertising on Veteran specific websites, and partnering with Veterans service agencies in our local community.
3. The City will state in recruitment materials that the City of Stuart values the service Veterans and their family members have given to our country and that we support the hiring of returning service members and military spouses.

Reporting Requirements

Each effective plan year, the City of Stuart will prepare statistical data related to the recruitment plan which will include the following data for *each* position advertised:

- Total number of applications received
- Number of eligible Veterans and family members who applied
- Number of eligible Veterans interviewed
- Number of eligible Veterans hired
- Number of eligible Veterans applied or hired as a result of our recruitment plan.



Rosamond Johnson Strong, Human Resources Director

10.5.2023

Date