



OHIO DEPARTMENT OF TRANSPORTATION

VETERANS PREFERENCE

It is ODOT's commitment to hire qualified veterans seeking a career with our Agency. As part of our competitive hiring process, all veteran and non-veteran candidates are afforded equal and fair consideration in determining selection of final candidates for interview.

Veterans who have been separated from the armed forces under honorable conditions, or remain on active duty service or after active duty service remains in any reserve component of the armed forces, including the Ohio National Guard can expect the following upon applying for ODOT external job openings:

1. Human Resources will establish a pool of all qualified veteran and non-veteran candidates that apply for a job opening. It is recommended that veteran candidates identify their military service status on the EEO questionnaire (i.e., Question 17) when submitting an application. Please note that completing the EEO questionnaire is voluntary and not required, but doing so will assist the agency in identifying veteran candidates during the screening process.
2. Human Resources will narrow the pool of all qualified candidates to only those candidates deemed the most qualified on the basis of qualifications, education and experience.
3. Human Resources will select a minimum of two veteran candidates deemed most qualified from the qualified pool of veteran candidates for interview and assessment. Selected candidates must pass ODOT pre-employment checks.
4. Veterans selected for interview must submit proof of honorable discharge or honorable separation from active military service prior to an interview.

ODOT adheres to the following statutes in determining who qualifies as a veteran when applying the preference:

ORC §5901.01

As used in sections 5901.01 to 5901.37 of the Revised Code:

(A) Except as otherwise provided in division (B) of this section, “veteran” means either of the following:

(1) A former member of the armed forces of the United States who served on active military duty and received an honorable discharge or honorable separation, a member of the armed forces of the United States who died on active military duty, or a member of the armed forces of the United States missing in action more than ninety days;

(2) A member of the United States merchant marine to whom either of the following applies:

(a) The member has an honorable report of separation from the active duty military service, form DD214 or DD215.

(b) The member served in the United States merchant marine between December 7, 1941, and December 31, 1946, and died on active duty while serving in a war zone during that period of service.

38 USC §4303

(13) The term "service in the uniformed services" means the performance of duty on a voluntary or involuntary basis in a uniformed service under competent authority and includes active duty, active duty for training, initial active duty for training, inactive duty training, full-time National Guard duty, a period for which a person is absent from a position of employment for the purpose of an examination to determine the fitness of the person to perform any such duty, and a period for which a person is absent from employment for the purpose of performing funeral honors duty as authorized by section 12503 of title 10 or section 115 of title 32.

(16) The term "uniformed services" means the Armed Forces, the Army National Guard and the Air National Guard when engaged in active duty for training, inactive duty training, or full-time National Guard duty, the commissioned corps of the Public Health Service, and any other category of persons designated by the President in time of war or national emergency.