

1 A bill to be entitled
 2 An act relating to first responders; amending s.
 3 110.2035, F.S.; requiring state agencies to establish
 4 a first responder career development plan for certain
 5 purposes; providing duties of the agencies relating to
 6 the implementation of the plan; providing an effective
 7 date.

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 9 Be It Enacted by the Legislature of the State of Florida:

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 11 Section 1. Subsection (9) is added to section 110.2035,
 12 Florida Statutes, to read:

13 110.2035 Classification and compensation program.—
 14 (9) (a) In order to strengthen the ability of state
 15 agencies to provide career development for law enforcement
 16 officers, correctional officers, correctional probation
 17 officers, and firefighters and retain well-qualified and
 18 experienced officers and firefighters, all state agencies
 19 employing law enforcement officers, correctional officers,
 20 correctional probation officers, and firefighters shall
 21 establish a first responder career development plan. The plan
 22 shall be voluntary for law enforcement officers, correctional
 23 officers, correctional probation officers, and firefighters and
 24 shall provide salary increases for officer and firefighter
 25 achievements that exceed the minimum requirements for
 26 employment.

27 (b) Salary increases shall be awarded to an officer or
28 firefighter in good standing who achieves and maintains
29 specified levels of achievement as determined by the agency.

30 (c)1. Each state agency shall provide levels of
31 achievement for law enforcement officers, correctional officers,
32 correctional probation officers, and firefighters and develop
33 standards, through collective bargaining, if applicable, that
34 provide approved activities recognized for attaining the levels.
35 The achievement of each level must be documented by the
36 attainment of specific achievements and the completion of a
37 specified number of years of service.

38 2. Achievements may include the earning of postsecondary
39 education credits and the completion of leadership or advanced
40 training. Officers and firefighters may attain specified levels
41 by participating in approved activities that advance the
42 officer's or firefighter's professional interests as specified
43 in the officer's or firefighter's job description.

44 (d) The plan shall be made available to law enforcement
45 officers as defined in s. 943.10, correctional officers as
46 defined in s. 943.10, correctional probation officers as defined
47 in s. 943.10, and firefighters as defined in s. 633.102 in all
48 career service positions. The number of officers or firefighters
49 who may qualify for each level may not exceed the number of
50 officers or firefighters covered by the bargaining unit covering
51 such classes of employees in the agency.

52 Section 2. This act shall take effect July 1, 2016.