

By Senator Latvala

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1 A bill to be entitled

2 An act relating to career development for officers and
3 firefighters; amending s. 110.2035, F.S.; requiring
4 state agencies to establish a career development plan
5 for certain purposes; specifying circumstances under
6 which salary increases must be awarded to officers and
7 firefighters; prescribing duties to state agencies
8 with respect to plan implementation; specifying
9 eligibility criteria; restricting the number of
10 officers and firefighters who may qualify for each
11 level; providing an effective date.

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

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

17 110.2035 Classification and compensation program.—

18 (9) (a) In order to strengthen the ability of state agencies
19 to provide career development for law enforcement officers,
20 correctional officers, correctional probation officers, and
21 firefighters and to retain well-qualified and experienced
22 officers and firefighters, each state agency that employs such
23 officers and firefighters shall establish a career development
24 plan. The plan must be voluntary and must provide salary
25 increases for officer and firefighter achievements that exceed
26 the minimum requirements for employment.

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

31 (c)1. Each state agency shall provide levels of achievement
32 for law enforcement officers, correctional officers,

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33 correctional probation officers, and firefighters and shall
34 develop standards, through collective bargaining, if applicable,
35 which specify activities that must be successfully completed by
36 an officer or a firefighter before he or she may attain each
37 level. The state agency shall document an officer's or a
38 firefighter's specific achievements to attain each level and his
39 or her completion of a specified number of years of service.

40 2. Achievements may include the earning of postsecondary
41 education credits and the completion of leadership or advanced
42 training. An officer or a firefighter may attain a specified
43 level by participating in approved activities that advance his
44 or her professional interests as specified in his or her job
45 description.

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

54 Section 2. This act shall take effect July 1, 2017.