House



LEGISLATIVE ACTION

Senate . Comm: RCS . 03/22/2023 .

The Committee on Governmental Oversight and Accountability (Calatayud) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause

and insert:

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Section 1. Section 112.011, Florida Statutes, is amended to read:

112.011 Disqualification from licensing, permitting, or <u>certification;</u> and public employment based on criminal conviction.-

(1) (a) Except as provided in s. 775.16, a person may not be

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11 disqualified from employment by the state, any of its agencies 12 or political subdivisions, or any municipality solely because of a prior conviction for a crime. However, a person may be denied 13 14 employment by the state, any of its agencies or political subdivisions, or any municipality by reason of the prior 15 16 conviction for a crime if the crime was a felony or first-degree misdemeanor and directly related to the position of employment 17 18 sought. 19 (2) (a) (b) Notwithstanding any other law Except as provided in s. 775.16, a person may be denied a license, permit, or 20 21 certification to pursue, practice, or engage in an occupation, 22 trade, vocation, profession, or business by reason of the prior 23 conviction for a crime only if all of the following apply: 24 1. The crime was: 25 a. A forcible felony as defined in s. 776.08; 26 b. A felony or first-degree misdemeanor for which the 27 person was not incarcerated, and he or she was convicted less 28 than 3 years before a state agency began considering his or her 29 application for the license, permit, or certification; or 30 c. A felony or first-degree misdemeanor for which the 31 person was incarcerated, and his or her incarceration ended less 32 than 3 years before a state agency began considering his or her 33 application for the license, permit, or certification. 34 2. The conviction directly and specifically relates to the 35 duties and responsibilities of the occupation, trade, vocation, profession, or business for which the license, permit, or 36 37 certification is sought. 38 3. Granting the license, permit, or certification would 39 pose a direct and substantial risk to public safety because

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40	there is clear and convincing evidence the person has not been
41	rehabilitated per the criteria in paragraph (c) to safely
42	perform the duties and responsibilities of that is directly
43	related to the standards determined by the regulatory authority
44	to be necessary and reasonably related to the protection of the
45	public health, safety, and welfare for the specific occupation,
46	trade, vocation, profession, or business for which the license,
47	permit, or certificate is sought.
48	<u>(b)</u> Notwithstanding any law to the contrary, a state
49	agency may not deny an application for a license, permit,
50	certificate, or employment based solely on the applicant's lack
51	of civil rights. However, this paragraph does not apply to
52	applications for a license to carry a concealed weapon or
53	firearm under chapter 790.
54	(c) To determine if a person has not been rehabilitated as
55	required under paragraph (a), a state agency shall consider the
56	person's current circumstances and mitigating factors, including
57	all of the following:
58	1. The age of the person when he or she committed the
59	crime.
60	2. The amount of time elapsed since the person committed
61	the crime.
62	3. The circumstances surrounding and the nature of the
63	crime.
64	4. Whether the person completed his or her criminal
65	sentence and, if so, the amount of time since doing so.
66	5. Whether the person received a certificate of
67	rehabilitation or good conduct.
68	6. Whether the person completed or is an active participant

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69	in a rehabilitative drug or alcohol program.
70	7. Any testimonials or recommendations, including progress
71	reports from the person's probation or parole officer.
72	8. Any education or training the person has received.
73	9. The person's employment history and employment
74	aspirations.
75	10. The person's family responsibilities.
76	11. Whether the occupation, trade, vocation, profession, or
77	business for which the person seeks employment requires him or
78	her to be bonded.
79	12. Any other evidence of rehabilitation or information the
80	person submits to the state agency.
81	(d) A state agency may deny an application for a license,
82	permit, or certificate to pursue, practice, or engage in an
83	occupation, trade, vocation, profession, or business based on a
84	person's criminal record only if the state agency does all of
85	the following:
86	1. Notifies the person of its intention to deny the
87	application and informs the person that he or she may request an
88	informal meeting and attend such meeting in person or by means
89	of communications media technology as defined in s.
90	120.54(5)(b)2. The notice provided must be consistent with s.
91	120.60(3) and must inform the person of the reasons for denial
92	and that, at the informal meeting, he or she may provide a
93	rebuttal and additional evidence of circumstances or
94	rehabilitation, including any verbal or written support provided
95	by character witnesses in support of him or her. The state
96	agency must allow the person at least 30 calendar days to gather
97	and provide such additional evidence. The state agency may not

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98 make an adverse inference if the person does not request or 99 attend an informal meeting or does not bring witnesses to such 100 meeting. 101 2. Provides written notification consistent with s. 102 120.60(3) of its final decision within 60 days after the 103 informal meeting or receipt of a completed application, 104 whichever is later. If the state agency denies or intends to deny the application for a license, permit, or certificate, the 105 106 written notice must specify the clear and convincing evidence on 107 which the agency based its determination to deny the license, permit, or certification. The agency's decision shall be 108 109 administratively reviewable pursuant to ss. 120.569 and 120.57. 110 The agency's notice must indicate the procedure and time limits 111 that the applicant must follow in requesting an administrative 112 review of the decision and must provide the earliest date that 113 the applicant may submit another application for the license, 114 permit, or certification. 115 (e)1. Notwithstanding any law to the contrary, a person 116 with a criminal record may petition a state agency at any time, 117 including while in confinement, under supervision, or before 118 obtaining any required personal qualifications for a license, permit, or certificate, for a decision as to whether the 119 120 person's criminal record would disqualify him or her from 121 obtaining the license, permit, or certification. The person must 122 include in the petition his or her criminal record or authorize 123 the state agency to obtain such criminal record. In reviewing 124 the petition, the state agency must determine if granting the 125 license, permit, or certification to such person would pose a

126 direct and substantial risk to public safety because there is

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127 clear and convincing evidence that the person has not been 128 rehabilitated to safely perform the duties and responsibilities 129 of the specific occupation, trade, vocation, profession, or 130 business for which the license, permit, or certification is 131 sought. The state agency must follow the procedure in paragraph 132 (d) when reviewing and making its decision on the petition. 133 2. If a state agency determines under subparagraph 1. that 134 a person is not disqualified for a license, permit, or certification, such decision is binding on the state agency in 135 136 any later ruling on the person's formal application unless the 137 information contained in the petition is subsequently found to 138 be inaccurate or incomplete, or there is a material and adverse 139 change that directly relates to the person's criminal record. 140 3. If the state agency determines under subparagraph 1. 141 that a person is disqualified for a license, permit, or 142 certification, the agency must advise the person of any actions he or she may take, if any, to remedy the disqualification. The 143 144 person may submit a revised petition reflecting completion of the remedial actions before a deadline set by the agency in its 145 146 final decision on the petition. 4. A person may not submit a new petition to the state 147 agency until 1 year after a final decision on the initial 148 149 petition is rendered or the person obtains the required 150 qualifications for the license, permit, or certification, 151 whichever is earlier. 152 (f) Notwithstanding any law to the contrary, a state agency 153 may not use vague terms such as "good moral character," "moral 154 turpitude," or "character and fitness" in its decision to 155 disqualify a person from a license, permit, or certification

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based on the person's criminal record.

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(3)(a) (2)(a) This section does not apply to any law 157 enforcement or correctional agency. 158 (b) This section does not apply to the employment practices 159 160 of any fire department relating to the hiring of firefighters. 161 (c) This section does not apply to the employment practices 162 of any county or municipality relating to the hiring of 163 personnel for positions deemed to be critical to security or public safety pursuant to ss. 125.5801 and 166.0442. 164 165 (4) (3) Any complaint concerning the violation of this 166 section shall be adjudicated in accordance with the procedures 167 set forth in chapter 120 for administrative and judicial review. Section 2. Section 112.0111, Florida Statutes, is amended 168 169 to read: 170 112.0111 Restrictions on the employment of ex-offenders; legislative intent; state agency reporting requirements.-171 172 (1) The Legislature declares that a goal of this state is to clearly identify the occupations from which ex-offenders are 173 174 disqualified based on the nature of their offenses. The 175 Legislature seeks to make employment opportunities available to 176 ex-offenders in a manner that preserves and protects serves to 177 preserve and protect the health, safety, and welfare of the 178 general public, yet encourages ex-offenders them to become productive members of society. To this end, state agencies that 179 180 exercise regulatory authority are in the best position to 181 identify all restrictions on employment imposed by the agencies 182 or by boards that regulate professions and occupations and are 183 obligated to protect the health, safety, and welfare of the 184 general public by clearly setting forth those restrictions in

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185 keeping with standards <u>in state law</u> and protections determined 186 by the agencies to be in the least restrictive manner.

187 (2) Annually, each state agency, including, but not limited 188 to, those state agencies responsible for issuing licenses, 189 permits, or certifications to pursue, practice, or engage in an 190 occupation, trade, vocation, profession, or business must 191 professional and occupational regulatory boards, shall ensure 192 the appropriate restrictions necessary to protect the overall health, safety, and welfare of the general public are in place, 193 194 and by December 31, 2011, and every 4 years thereafter, submit 195 to the Governor, the President of the Senate, and the Speaker of 196 the House of Representatives and make publicly available on its 197 website a report that includes all of the following:

198 (a) The number of applicants with a criminal record who 199 applied for each license, permit, or certification in the prior 200 year, and of that number, the number of times the state agency 201 granted the application and the number of times it denied, 202 withheld, or refused to grant a license, permit, or 203 certification because of an applicant's criminal history. The 204 report must also specify the offense or offenses for which each 205 decision to deny, withhold, or refuse to grant the license, 206 permit, or certification was based A list of all agency or board 207 statutes or rules that disqualify from employment or licensure 208 persons who have been convicted of a crime and have completed 209 any incarceration and restitution to which they have been 210 sentenced for such crime.

(b) <u>The number of applicants with a criminal record for</u> each license, permit, or certificate who petitioned the state agency under s. 112.011(2)(e) in the prior year and the number

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of such applicants whose petitions were approved or denied. The 214 215 report must also specify the offense or offenses on which each 216 decision to approve or deny a petition was based A determination 217 of whether the disqualifying statutes or rules are readily 218 available to prospective employers and licensees. 219 (c) Any other data the agency deems relevant in fulfilling 220 its purpose under subsection (1) The identification and 221 evaluation of alternatives to the disqualifying statutes or 2.2.2 rules which protect the health, safety, and welfare of the 223 general public without impeding the gainful employment of ex-224 offenders. 225 Section 3. Subsection (4) of section 310.071, Florida 226 Statutes, is amended to read: 227 310.071 Deputy pilot certification.-228 (4) The board must follow the requirements in s. 112.011(2) 229 before Notwithstanding s. 112.011 or any other provision of law 230 relating to the restoration of civil rights, an applicant may 231 shall be disqualified from applying for or and shall be denied a 232 deputy pilot certificate if the applicant, regardless of 233 adjudication, has ever been found guilty of, or pled guilty or 234 nolo contendere to, a charge which was: 235 (a) A felony or first degree misdemeanor which directly 236 related to the navigation or operation of a vessel; or 2.37 (b) A felony involving the sale of or trafficking in, or conspiracy to sell or traffic in, a controlled substance as 238 239 defined by chapter 893, or an offense under the laws of any state or country which, if committed in this state, would 240 241 constitute the felony of selling or trafficking in, or 242 conspiracy to sell or traffic in, such controlled substance.

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243	Section 4. Subsections (3) and (11) of section 455.213,
244	Florida Statutes, are amended to read:
245	455.213 General licensing provisions.—
246	(3)(a) Notwithstanding any other law, the applicable board
247	shall use the process in <u>s. 112.011(2)</u> this subsection for
248	review of an applicant's criminal record to determine his or her
249	eligibility for licensure, a permit, or certification as:
250	1. A barber under chapter 476;
251	2. A cosmetologist or cosmetology specialist under chapter
252	<del>477;</del>
253	3. Any of the following construction professions under
254	chapter 489:
255	a. Air-conditioning contractor;
256	b. Electrical contractor;
257	c. Mechanical contractor;
258	d. Plumbing contractor;
259	e. Pollutant storage systems contractor;
260	f. Roofing contractor;
261	g. Sheet metal contractor;
262	h. Solar contractor;
263	i. Swimming pool and spa contractor;
264	j. Underground utility and excavation contractor; or
265	k. Other specialty contractors; or
266	4. Any other profession for which the department issues a
267	license, provided the profession is offered to inmates in any
268	correctional institution or correctional facility as vocational
269	training or through an industry certification program.
270	(b)1. A conviction, or any other adjudication, for a crime
271	more than 5 years before the date the application is received by

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272 the applicable board may not be grounds for denial of a license 273 specified in paragraph (a). For purposes of this paragraph, the term "conviction" means a determination of guilt that is the 274 275 result of a plea or trial, regardless of whether adjudication is 276 withheld. This paragraph does not limit the applicable board from considering an applicant's criminal history that includes a 277 crime listed in s. 775.21(4)(a)1. or s. 776.08 at any time, but 278 279 only if such criminal history has been found to relate to the 280 practice of the applicable profession.

2. The applicable board may consider the criminal history of an applicant for licensure under subparagraph (a)3. if such criminal history has been found to relate to good moral character.

(c)1. A person may apply for a license before his or her lawful release from confinement or supervision. The department may not charge an applicant an additional fee for being confined or under supervision. The applicable board may not deny an application for a license solely on the basis of the applicant's current confinement or supervision.

2. After a license application is approved, the applicable board may stay the issuance of a license until the applicant is lawfully released from confinement or supervision and the applicant notifies the applicable board of such release. The applicable board must verify the applicant's release with the Department of Corrections before it issues a license.

3. If an applicant is unable to appear in person due to his or her confinement or supervision, the applicable board must permit the applicant to appear by teleconference or video conference, as appropriate, at any meeting of the applicable

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301 board or other hearing by the agency concerning his or her 302 application.

4. If an applicant is confined or under supervision, the 303 Department of Corrections and the applicable board must shall 305 cooperate and coordinate to facilitate the appearance of the 306 applicant at a board meeting or agency hearing in person, by 307 teleconference, or by video conference, as appropriate.

308 (c) (d) Each applicable board shall compile a list of crimes 309 that, if committed and regardless of adjudication, do not relate 310 to the practice of the profession or the ability to practice the 311 profession and do not constitute grounds for denial of a 312 license. This list must be made available on the department's 313 website and updated annually. Beginning October 1, 2019, each 314 applicable board shall compile a list of crimes that although 315 reported by an applicant for licensure, were not used as a basis 316 for denial. The list must identify for each such license 317 application the crime reported and the date of conviction and 318 whether there was a finding of guilt, a plea, or an adjudication 319 entered or the date of sentencing.

320 (d) (e) Each applicable board shall compile a list of crimes 321 that have been used as a basis for denial of a license in the past 2 years and shall make the list available on the 322 323 department's website. Starting October 1, 2019, and updated 324 quarterly thereafter, the applicable board shall compile a list 325 indicating each crime used as a basis for denial. For each crime 326 listed, the applicable board shall must identify the date of 327 conviction, finding of guilt, plea, or adjudication entered, or 328 date of sentencing. Such denials must be made available to the 329 public upon request.



330 (11) For any profession requiring fingerprints as part of the registration, certification, or licensure process or for any 331 332 profession requiring a criminal history record check to 333 determine good moral character, the fingerprints of the 334 applicant must accompany all applications for registration, 335 certification, or licensure. The fingerprints must shall be 336 forwarded to the Division of Criminal Justice Information 337 Systems within the Department of Law Enforcement for processing 338 to determine whether the applicant has a criminal history 339 record. The fingerprints must shall also be forwarded to the 340 Federal Bureau of Investigation to determine whether the 341 applicant has a criminal history record. The information 342 obtained by the processing of the fingerprints by the Department 343 of Law Enforcement and the Federal Bureau of Investigation must 344 shall be sent to the department to determine whether the 345 applicant is statutorily qualified for registration, certification, or licensure. 346

Section 5. Paragraph (c) of subsection (2) of section 494.0011, Florida Statutes, is amended to read:

494.0011 Powers and duties of the commission and office.-

(2) The commission may adopt rules to administer parts I,II, and III of this chapter, including rules:

(c) Establishing time periods during which a loan originator, mortgage broker, or mortgage lender license applicant under part II or part III is barred from licensure due to prior criminal convictions of, or guilty or nolo contendere pleas by, any of the applicant's control persons, regardless of adjudication. <u>The requirements of s. 112.011(2) apply</u>

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1. The rules must provide:

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359	a. Permanent bars for felonies involving fraud, dishonesty,
360	breach of trust, or money laundering;
361	b. A 15-year disqualifying period for felonies involving
362	moral turpitude;
363	c. A 7-year disqualifying period for all other felonies;
364	and
365	d. A 5-year disqualifying period for misdemeanors involving
366	fraud, dishonesty, or any other act of moral turpitude.
367	2. The rules may provide for an additional waiting period
368	due to dates of imprisonment or community supervision, the
369	commitment of multiple crimes, and other factors reasonably
370	related to the applicant's criminal history.
371	3. The rules may provide for mitigating factors for crimes
372	identified in sub-subparagraph 1.b. However, the mitigation may
373	not result in a period of disqualification less than 7 years.
374	The rule may not mitigate the disqualifying periods in sub-
375	subparagraphs 1.a., 1.c., and 1.d.
376	4. An applicant is not eligible for licensure until the
377	expiration of the disqualifying period set by rule.
378	5. Section 112.011 is not applicable to eligibility for
379	licensure under this part.
380	Section 6. Subsection (2) of section 517.1611, Florida
381	Statutes, is amended to read:
382	517.1611 Guidelines
383	(2) The commission shall adopt by rule disqualifying
384	periods pursuant to which an applicant will be disqualified from
385	eligibility for registration based upon criminal convictions,
386	pleas of nolo contendere, or pleas of guilt, regardless of
387	whether adjudication was withheld, by the applicant; any

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388 partner, member, officer, or director of the applicant or any 389 person having a similar status or performing similar functions; 390 or any person directly or indirectly controlling the applicant. The requirements of s. 112.011(2) apply 391 392 (a) The disqualifying periods shall be 15 years for a 393 felony and 5 years for a misdemeanor. 394 (b) The disqualifying periods shall be related to crimes involving registration as a dealer, investment adviser, issuer 395 396 of securities, or associated person or the application for such 397 registration or involving moral turpitude or fraudulent or 398 dishonest dealing. 399 (c) The rules may also address mitigating factors, an 400 additional waiting period based upon dates of imprisonment or 401 community supervision, an additional waiting period based upon 402 commitment of multiple crimes, and other factors reasonably 403 related to the consideration of an applicant's criminal history. 404 (d) An applicant is not eligible for registration until the expiration of the disqualifying period set by rule. Section 405 406 112.011 does not apply to the registration provisions under this 407 chapter. Nothing in this section changes or amends the grounds 408 for denial under s. 517.161. Section 7. Paragraph (b) of subsection (2) of section 409 410 559.554, Florida Statutes, is amended to read: 559.554 Powers and duties of the commission and office.-411 412 (2) The commission may adopt rules to administer this part, 413 including rules: 414 (b) Establishing time periods during which a consumer 415 collection agency is barred from registration due to prior 416 criminal convictions of, or guilty or nolo contendere pleas by,

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417	an applicant's control persons, regardless of adjudication. The
418	requirements of s. 112.011(2) apply
419	1. The rules must provide:
420	a. A 15-year disqualifying period for felonies involving
421	fraud, dishonesty, breach of trust, money laundering, or other
422	acts of moral turpitude.
423	b. A 7-year disqualifying period for all other felonies.
424	c. A 5-year disqualifying period for misdemeanors involving
425	fraud, dishonesty, or other acts of moral turpitude.
426	2. The rules must provide for an additional waiting period
427	due to dates of imprisonment or community supervision, the
428	commitment of multiple crimes, and other factors reasonably
429	related to the applicant's criminal history.
430	3. The rules must provide for mitigating factors for crimes
431	identified in sub-subparagraphs 1.a., 1.b., and 1.c.
432	4. An applicant is not eligible for registration until
433	expiration of the disqualifying period set by rule.
434	5. Section 112.011 does not apply to eligibility for
435	registration under this part.
436	Section 8. Subsection (9) of section 626.207, Florida
437	Statutes, is amended to read:
438	626.207 Disqualification of applicants and licensees;
439	penalties against licensees; rulemaking authority
440	(9) Section <u>112.011(2)</u> applies <del>112.011 does not apply</del> to
441	any applicants for licensure under the Florida Insurance Code,
442	including, but not limited to, agents, agencies, adjusters,
443	adjusting firms, or customer representatives.
444	Section 9. Subsection (8) of section 626.9954, Florida
445	Statutes, is amended to read:

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446	626.9954 Disqualification from registration
447	(8) Section <u>112.011(2)</u> applies <del>112.011 does not apply</del> to an
448	applicant for registration as a navigator.
449	Section 10. Subsection (7) of section 648.34, Florida
450	Statutes, is amended to read:
451	648.34 Bail bond agents; qualifications
452	(7) Section 112.011(2) applies The provisions of s. 112.011
453	do not apply to bail bond agents or to applicants for licensure
454	as bail bond agents.
455	Section 11. This act shall take effect July 1, 2023.
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458	And the title is amended as follows:
459	Delete everything before the enacting clause
460	and insert:
461	A bill to be entitled
462	An act relating to employment of ex-offenders;
463	amending s. 112.011, F.S.; revising the criteria a
464	state agency must consider before denying a license,
465	permit, or certification to a person previously
466	convicted of a crime; requiring a state agency to
467	consider specified factors when determining if an ex-
468	offender applying for a license, permit, or
469	certification has not been rehabilitated; requiring a
470	state agency to use a specified process in its
471	decision to deny a license, permit, or certificate to
472	a person previously convicted of a crime; authorizing
473	certain persons to petition a state agency to
474	determine whether their criminal record disqualifies

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COMMITTEE AMENDMENT

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475 them from obtaining a license, permit, or 476 certification; providing the requirements for the 477 petition; requiring the state agency to use a 478 specified procedure when reviewing the petition and 479 making a decision on such petition; providing that 480 such decision is binding on the state agency regarding 481 any subsequent license, permit, or certification 482 application received from that person; requiring the 483 agency to advise the person of any actions he or she 484 may take to remedy the disqualification; authorizing 485 the person to submit a revised petition under 486 specified circumstances; prohibiting a person from 487 submitting a new petition during a specified 488 timeframe; prohibiting a state agency from using 489 specified terminology in a decision related to the 490 denial of a license, permit, or certification; amending s. 112.0111, F.S.; revising legislative 491 492 intent; requiring specified agencies to submit an 493 annual report to the Governor and the Legislature; 494 requiring that such report be made available on the 495 agency's website; providing report requirements; amending ss. 310.071, 455.213, 494.0011, 517.1611, 496 559.554, 626.207, 626.9954, and 648.34, F.S.; 497 498 conforming provisions to changes made by the act; 499 providing an effective date.