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LEGISLATIVE ACTION

Senate

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House

The Committee on Rules (DiCeglie) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause
and insert:

Section 1. Section 112.219, Florida Statutes, may be cited
as the "Expanding Public Sector Career Opportunities Act."

Section 2. Section 112.219, Florida Statutes, is amended to
read:

112.219 Substitution of work experience for postsecondary
educational requirements.—

(1) ~~Beginning July 1, 2022,~~ The head of a public employer



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12 ~~an employing agency~~ may elect to substitute verifiable, related
13 work experience in lieu of postsecondary educational
14 requirements for a position of employment if the person seeking
15 the position of employment is otherwise qualified for such
16 position.

17 (2) Related work experience may not substitute for any
18 required licensure, certification, or registration required for
19 the position of employment as established by the public employer
20 ~~employing agency~~ and indicated in the advertised description of
21 the position of employment.

22 (3) If the head of a public employer ~~an employing agency~~
23 elects to substitute related work experience for postsecondary
24 educational requirements, the public employer ~~employing agency~~
25 must ~~include~~, in all advertisements for the position of
26 employment made by the public employer ~~employing agency~~, include
27 a notice that such substitution is authorized and a description
28 of the related work experience equivalencies that may be
29 substituted for the required postsecondary education.

30 (4) This section does not abridge state and federal laws
31 and regulations governing equal opportunity employment.

32 (5) For purposes of this section, the term:

33 (a) "Postsecondary degree" means an associate degree, a
34 bachelor's degree, or a graduate degree from an accredited
35 college or university.

36 (b) "Public employer" has the same meaning as in s. 448.095
37 "employing agency" means any agency or unit of government of the
38 state or any county, municipality, or political subdivision
39 thereof, including special districts, that is authorized to
40 employ personnel to carry out the responsibilities of the agency



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41 ~~or unit of government.~~

42 (6) A public employer may include a postsecondary degree as
43 a baseline requirement only as an alternative to the number of
44 years of direct experience required, not to exceed:

45 (a) Two years of direct experience for an associate degree;

46 (b) Four years of direct experience for a bachelor's
47 degree;

48 (c) Six years of direct experience for a master's degree;

49 (d) Seven years of direct experience for a professional
50 degree; or

51 (e) Nine years of direct experience for a doctoral degree.

52 Section 3. Subsection (28) is added to section 287.057,
53 Florida Statutes, to read:

54 287.057 Procurement of commodities or contractual
55 services.—

56 (28) An agency may substitute verifiable, related work
57 experience in lieu of postsecondary education requirements for
58 contractual services pursuant to s. 112.219 if the person
59 seeking the contract for services is otherwise qualified for
60 such contract.

61 Section 4. This act shall take effect July 1, 2023.

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63 ===== T I T L E A M E N D M E N T =====

64 And the title is amended as follows:

65 Delete everything before the enacting clause
66 and insert:

67 A bill to be entitled

68 An act relating to substitution of work experience for
69 postsecondary education requirements; providing a



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70 short title; amending s. 112.219, F.S.; removing
71 obsolete language; defining terms; providing that a
72 postsecondary degree may be a baseline requirement for
73 employment with a public employer only under a certain
74 circumstance; conforming provisions to changes made by
75 the act; amending s. 287.057, F.S.; authorizing an
76 agency to substitute certain work experience for
77 postsecondary education requirements for a person
78 seeking to enter into a contract with the agency under
79 certain circumstances; providing an effective date.