

1                   A bill to be entitled  
2       An act relating to complaints against law enforcement  
3       and correctional officers; amending s. 112.532, F.S.;  
4       requiring that a copy of a complaint, signed by the  
5       complainant under oath, be provided to law enforcement  
6       officers and correctional officers who are under  
7       investigation before any interrogation begins;  
8       providing that complainant names and signatures are  
9       not required if a complaint is accompanied by  
10      corroborating evidence; prohibiting certain personnel  
11      actions from being taken against a law enforcement  
12      officer or correctional officer unless such officer  
13      receives a copy of the complaint signed by the  
14      complainant under oath; providing an exception;  
15      requiring that the investigative file of certain  
16      investigations of a law enforcement officer or  
17      correctional officer be included in such officer's  
18      personnel file; providing that certain investigations  
19      do not affect such officer's ability to receive a  
20      promotion, a raise, or any other commendation;  
21      amending s. 112.533, F.S.; requiring a complaint  
22      against a law enforcement officer or correctional  
23      officer to be in writing and signed under oath by the  
24      person filing the complaint; providing an exception;  
25      providing penalties for making a false complaint;

26 providing an effective date.

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

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30 **Section 1. Paragraph (d) of subsection (1) and subsection**  
31 **(4) of section 112.532, Florida Statutes, are amended, and**  
32 **subsection (8) is added to that section, to read:**

33 112.532 Law enforcement officers' and correctional  
34 officers' rights.—All law enforcement officers and correctional  
35 officers employed by or appointed to a law enforcement agency or  
36 a correctional agency shall have the following rights and  
37 privileges:

38 (1) RIGHTS OF LAW ENFORCEMENT OFFICERS AND CORRECTIONAL  
39 OFFICERS WHILE UNDER INVESTIGATION.—Whenever a law enforcement  
40 officer or correctional officer is under investigation and  
41 subject to interrogation by members of his or her agency for any  
42 reason that could lead to disciplinary action, suspension,  
43 demotion, or dismissal, the interrogation must be conducted  
44 under the following conditions:

45 (d) The law enforcement officer or correctional officer  
46 under investigation must be informed of the nature of the  
47 investigation and the names of all complainants and must be  
48 provided with a copy of the complaint, signed by the complainant  
49 under oath, before any interrogation begins, ~~and he or she must~~  
50 ~~be informed of the names of all complainants.~~ However, if a

51 complaint is accompanied by corroborating evidence, the  
52 complainant names and a signature are not required. All  
53 identifiable witnesses shall be interviewed, whenever possible,  
54 prior to the beginning of the investigative interview of the  
55 accused officer. The complaint, all witness statements,  
56 including all other existing subject officer statements, and all  
57 other existing evidence, including, but not limited to, incident  
58 reports, GPS locator information, and audio or video recordings  
59 relating to the incident under investigation, must be provided  
60 to each officer who is the subject of the complaint before the  
61 beginning of any investigative interview of that officer. An  
62 officer, after being informed of the right to review witness  
63 statements, may voluntarily waive the provisions of this  
64 paragraph and provide a voluntary statement at any time.

65 (4) NOTICE OF DISCIPLINARY ACTION; COPY OF AND OPPORTUNITY  
66 TO ADDRESS CONTENTS OF INVESTIGATIVE FILE; CONFIDENTIALITY.—

67 (a) A dismissal, demotion, transfer, reassignment, or  
68 other personnel action that might result in loss of pay or  
69 benefits or that might otherwise be considered a punitive  
70 measure may not be taken against any law enforcement officer or  
71 correctional officer unless the law enforcement officer or  
72 correctional officer is notified of the action and the reason or  
73 reasons for the action and is provided with a copy of the  
74 complaint, signed by the complainant under oath, unless the  
75 exception in paragraph (1)(d) applies, before the effective date

76 of the action.

77 (b) Notwithstanding s. 112.533(5), whenever a law  
78 enforcement officer or correctional officer is subject to  
79 disciplinary action consisting of suspension with loss of pay,  
80 demotion, or dismissal, the officer or the officer's  
81 representative must, ~~upon request,~~ be provided with a complete  
82 copy of the investigative file, including the complaint signed  
83 by the complainant under oath, the final investigative report,  
84 and all evidence, and with the opportunity to address the  
85 findings in the report with the employing law enforcement agency  
86 before imposing disciplinary action consisting of suspension  
87 with loss of pay, demotion, or dismissal. The contents of the  
88 complaint and investigation must remain confidential until such  
89 time as the employing law enforcement agency makes a final  
90 determination whether to issue a notice of disciplinary action  
91 consisting of suspension with loss of pay, demotion, or  
92 dismissal. This paragraph does not provide law enforcement  
93 officers with a property interest or expectancy of continued  
94 employment, employment, or appointment as a law enforcement  
95 officer.

96 (8) RIGHTS OF LAW ENFORCEMENT OFFICERS AND CORRECTIONAL  
97 OFFICERS AFTER AN INVESTIGATION.—The investigative file produced  
98 during an investigation of a law enforcement or correctional  
99 officer, which investigation does not result in the imposition  
100 of disciplinary action on the officer, must be included in the

101 personnel file of such officer. An investigation of a law  
102 enforcement officer or correctional officer which does not  
103 result in the imposition of disciplinary action on the officer  
104 does not affect the ability of such officer to receive a  
105 promotion, a raise, or any other commendation.

106 **Section 2. Paragraph (a) of subsection (4) of section**  
107 **112.533, Florida Statutes, is amended to read:**

108 112.533 Receipt and processing of complaints.—

109 (4) (a) Every law enforcement agency and correctional  
110 agency shall establish and put into operation a system for the  
111 receipt, investigation, and determination of complaints received  
112 by such agency from any person, which must be the procedure for  
113 investigating a complaint against a law enforcement or  
114 correctional officer and for determining whether to proceed with  
115 disciplinary action or to file disciplinary charges,  
116 notwithstanding any other law or ordinance to the contrary. A  
117 complaint against a law enforcement or correctional officer must  
118 be in writing and be signed under oath as provided in s.  
119 92.525(2) by the person filing the complaint, except as provided  
120 in s. 112.532(1)(d). A complainant who makes a false complaint  
121 is subject to the penalties in s. 92.525(3). When law  
122 enforcement or correctional agency personnel assigned the  
123 responsibility of investigating the complaint prepare an  
124 investigative report or summary, regardless of form, the person  
125 preparing the report shall, at the time the report is completed:

126           1. Verify pursuant to s. 92.525 that the contents of the  
127 report are true and accurate based upon the person's personal  
128 knowledge, information, and belief.

129           2. Include the following statement, sworn and subscribed  
130 to pursuant to s. 92.525:

131  
132 "I, the undersigned, do hereby swear, under penalty of perjury,  
133 that, to the best of my personal knowledge, information, and  
134 belief, I have not knowingly or willfully deprived, or allowed  
135 another to deprive, the subject of the investigation of any of  
136 the rights contained in ss. 112.532 and 112.533, Florida  
137 Statutes."

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139 The requirements of subparagraphs 1. and 2. must be completed  
140 before the determination as to whether to proceed with  
141 disciplinary action or to file disciplinary charges. This  
142 subsection does not preclude the Criminal Justice Standards and  
143 Training Commission from exercising its authority under chapter  
144 943.

145           **Section 3.** This act shall take effect July 1, 2026.