

CS/HB 1283

2026

A bill to be entitled
An act relating to complaints against law enforcement and correctional officers; amending s. 112.532, F.S.; requiring that a copy of a complaint, signed by the complainant under oath, be provided to law enforcement officers and correctional officers who are under investigation before any interrogation begins; providing that complainant names and signatures are not required if a complaint is accompanied by corroborating evidence; prohibiting certain personnel actions from being taken against a law enforcement officer or correctional officer unless such officer receives a copy of the complaint signed by the complainant under oath; providing an exception; requiring that the investigative file of certain investigations of a law enforcement officer or correctional officer be included in such officer's personnel file; providing that certain investigations do not affect such officer's ability to receive a promotion, a raise, or any other commendation; amending s. 112.533, F.S.; requiring a complaint against a law enforcement officer or correctional officer to be in writing and signed under oath by the person filing the complaint; providing an exception; providing penalties for making a false complaint;

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26 providing an effective date.

27

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:

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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."

138
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.