

<b>Tab 1</b>	<b>CS/SB 332 by JU, Bradley;</b> Similar to CS/CS/H 00655 Public Meetings/Private Property Rights					
328364	D	S	RCS	GO, Bradley	Delete everything after	02/11 08:10 PM
<b>Tab 2</b>	<b>SB 464 by Avila;</b> Identical to H 00409 Observance of Veterans' Day by K-12 Schools					
<b>Tab 3</b>	<b>SB 576 by Harrell;</b> Compare to CS/H 01085 Local Government Cyber Security					
104076	D	S	RCS	GO, Harrell	Delete everything after	02/11 08:10 PM
<b>Tab 4</b>	<b>SB 830 by Leek;</b> Identical to H 00263 Public Records/County Administrators and City Managers					
<b>Tab 5</b>	<b>SB 964 by Wright;</b> Similar to H 06011 Financial Disclosures					
<b>Tab 6</b>	<b>SB 984 by DiCeglie (CO-INTRODUCERS) Smith, Arrington;</b> Identical to H 00813 Firefighter Cancer Benefits and Prevention					
493180	A	S	LRCS	GO, DiCeglie	btw L.76 - 77:	02/11 08:10 PM
<b>Tab 7</b>	<b>SB 1096 by Burgess;</b> Compare to CS/H 01407 Remedies for Violations of the Florida Civil Rights Act					
<b>Tab 8</b>	<b>SB 1296 by Martin;</b> Similar to CS/H 00995 Public Employees Relations Commission					
655050	PCS	S	RCS	GO		02/11 08:10 PM
<b>Tab 9</b>	<b>SB 1298 by Martin;</b> Similar to H 00997 Public Records/Public Employees Relations Commission					
396156	PCS	S	RCS	GO		02/11 08:10 PM
<b>Tab 10</b>	<b>SB 1612 by DiCeglie;</b> Similar to CS/H 00967 Electronic Payments to Local Governments					
948168	D	S	RCS	GO, DiCeglie	Delete everything after	02/11 08:10 PM
<b>Tab 11</b>	<b>SB 1656 by Burgess;</b> Identical to CS/H 00249 Designation of the Official State Flagship					

**The Florida Senate**  
**COMMITTEE MEETING EXPANDED AGENDA**  
**GOVERNMENTAL OVERSIGHT AND ACCOUNTABILITY**  
**Senator Mayfield, Chair**  
**Senator DiCeglie, Vice Chair**

**MEETING DATE:** Wednesday, February 11, 2026  
**TIME:** 3:00—5:30 p.m.  
**PLACE:** *Toni Jennings Committee Room*, 110 Senate Building

**MEMBERS:** Senator Mayfield, Chair; Senator DiCeglie, Vice Chair; Senators Arrington, Bracy Davis, Brodeur, Grall, McClain, Polsky, and Rodriguez

TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
1	<b>CS/SB 332</b> Judiciary / Bradley (Similar CS/CS/H 655)	Public Meetings/Private Property Rights; Providing that specified entities may meet in private with their attorneys to discuss certain claims concerning private property rights; requiring that such meetings be transcribed; providing that such transcripts become public records at specified times; providing for future legislative review and repeal; providing a statement of public necessity, etc.  JU     01/27/2026 Fav/CS GO     02/11/2026 Fav/CS RC	Fav/CS Yeas 8 Nays 0
2	<b>SB 464</b> Avila (Identical H 409)	Observance of Veterans' Day by K-12 Schools; Requiring school districts to observe Veterans' Day as a school holiday, etc.  ED     01/20/2026 Favorable GO     02/11/2026 Favorable RC	Favorable Yeas 8 Nays 0
3	<b>SB 576</b> Harrell (Compare CS/H 1085)	Local Government Cyber Security; Creating the Local Government Cybersecurity Protection Program; requiring local governments to participate in the program and to apply to the Florida Digital Service to use cybersecurity programs and software; establishing priority for certain counties under the program; requiring the Florida Digital Service through the department to secure and administer federal funds, etc.  GO     02/11/2026 Fav/CS AEG AP	Fav/CS Yeas 9 Nays 0

**COMMITTEE MEETING EXPANDED AGENDA**

Governmental Oversight and Accountability  
 Wednesday, February 11, 2026, 3:00—5:30 p.m.

TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
4	<b>SB 830</b> Leek (Identical H 263)	Public Records/County Administrators and City Managers; Providing an exemption from public records requirements for the personal identifying and location information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers, including the names and personal identifying and location information of the spouses and children of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers; providing for future legislative review and repeal; providing for retroactive application; providing a statement of public necessity, etc.  CA 01/20/2026 Favorable GO 02/11/2026 Favorable RC	Favorable Yeas 8 Nays 1
5	<b>SB 964</b> Wright (Similar H 6011)	Financial Disclosures; Requiring reporting individuals and procurement employees to file annual reports listing certain gifts with the Commission on Ethics instead of with the required financial disclosure statement; requiring such individuals and employees who have left office or employment within a specified timeframe to file the annual report with the commission instead of at the same location as their financial disclosure statement; requiring reporting individuals and procurement employees to disclose the name, address, and affiliation of a person providing specified honorarium expenses with the commission instead of with the required financial disclosure statement, etc.  EE 01/21/2026 Favorable GO 02/11/2026 Favorable RC	Favorable Yeas 9 Nays 0
6	<b>SB 984</b> DiCeglie (Identical H 813)	Firefighter Cancer Benefits and Prevention; Revising conditions under which a specified one-time payment must be made by a former employer upon a firefighter's cancer diagnosis; requiring a former employer to provide death benefits for a specified timeframe under certain circumstances; deleting the requirement for the Division of State Fire Marshal to adopt rules for establishing employer cancer prevention best practices, etc.  CA 01/27/2026 Favorable GO 02/11/2026 Fav/CS AP	Fav/CS Yeas 9 Nays 0

**COMMITTEE MEETING EXPANDED AGENDA**

Governmental Oversight and Accountability  
Wednesday, February 11, 2026, 3:00—5:30 p.m.

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TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
7	<b>SB 1096</b> Burgess (Compare CS/H 1407)	Remedies for Violations of the Florida Civil Rights Act; Revising the timeframe when a civil action may be brought for violations of the act; providing that if the Florida Commission on Human Relations or the Equal Employment Opportunity Commission does not make a determination within a specified timeframe, the complainant may bring a civil action within a specified timeframe, etc.  JU 02/03/2026 Favorable GO 02/11/2026 Favorable RC	Favorable Yeas 9 Nays 0

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**A proposed committee substitute** for the following bill (SB 1296) is expected to be considered:

8	<b>SB 1296</b> Martin (Similar CS/H 995, Compare H 997, Linked S 1298)	Public Employees Relations Commission; Deleting a provision requiring exceptions to a recommended order to be filed within a specified timeframe; authorizing subpoenas to be served by certified mail, return receipt requested, or by personal service; requiring an employee organization, within a specified timeframe, to revoke the membership of and cease the collection of membership dues from a public employee; revising requirements for the certification and recertification of an employee organization; deleting provisions relating to conflicts between any collective bargaining agreement provision and certain laws, ordinances, rules, or regulations, etc.  GO 02/02/2026 Temporarily Postponed GO 02/11/2026 Fav/CS AEG FP	Fav/CS Yeas 6 Nays 3
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**A proposed committee substitute** for the following bill (SB 1298) is expected to be considered:

**COMMITTEE MEETING EXPANDED AGENDA**

Governmental Oversight and Accountability  
 Wednesday, February 11, 2026, 3:00—5:30 p.m.

TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
9	<b>SB 1298</b> Martin (Similar H 997, Compare CS/H 995, Linked S 1296)	Public Records/Public Employees Relations Commission; Providing an exemption from public records requirements for the chair, commissioners, and hearing officers of the Public Employees Relations Commission; revising the exemption from public records requirements for draft orders and related written communications or the issuance of any order by the commission or its designees; providing an exemption from public records requirements for a showing of interest signed by the employees or group of employees who no longer desire to be represented by a certified bargaining agent; providing for future legislative review and repeal of the exemption; providing statements of public necessity, etc.  GO 02/02/2026 Temporarily Postponed GO 02/11/2026 Fav/CS AEG FP	Fav/CS Yeas 6 Nays 2
10	<b>SB 1612</b> DiCeglie (Similar CS/H 967)	Electronic Payments to Local Governments; Revising legislative intent; requiring each unit of local government to accept electronic payment online for payments received by and financial obligations owed to the unit of local government, etc.  CA 01/27/2026 Favorable GO 02/11/2026 Fav/CS RC	Fav/CS Yeas 9 Nays 0
11	<b>SB 1656</b> Burgess (Identical CS/H 249)	Designation of the Official State Flagship; Redesignating the official state flagship as the S.S. American Victory, etc.  MS 01/26/2026 Favorable GO 02/11/2026 Favorable RC	Favorable Yeas 9 Nays 0

TAB	OFFICE and APPOINTMENT (HOME CITY)	FOR TERM ENDING	COMMITTEE ACTION
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**Senate Confirmation Hearing:** A public hearing will be held for consideration of the below-named executive appointment to the office indicated.

**Director and Chief Judge, Division of Administrative Hearings**

12	Schwartz, Darren A. ()	Pleasure of Governor	Recommend Confirm Yeas 8 Nays 0
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**Florida Commission on Community Service**

13	Brodeur, Christina ()	09/14/2028	Recommend Confirm Yeas 8 Nays 0
14	Tuggerson, Katrina (Tallahassee)	09/14/2026	Recommend Confirm Yeas 8 Nays 0

**COMMITTEE MEETING EXPANDED AGENDA**

Governmental Oversight and Accountability

Wednesday, February 11, 2026, 3:00—5:30 p.m.

TAB	OFFICE and APPOINTMENT (HOME CITY)	FOR TERM ENDING	COMMITTEE ACTION
15	Puwalski, Jason ()	09/14/2028	Recommend Confirm Yeas 8 Nays 0
16	Killinger, Lori (Tampa)	09/14/2028	Recommend Confirm Yeas 8 Nays 0
17	Kerner, David M. ()	09/14/2028	Recommend Confirm Yeas 8 Nays 0
18	Kerce, Samuel (Tallahassee)	09/14/2026	Recommend Confirm Yeas 8 Nays 0
19	Karlinsky, Autumn (Weston)	09/14/2027	Recommend Confirm Yeas 8 Nays 0
20	Jefferson, Savannah Kelly (Tallahassee)	09/14/2027	Recommend Confirm Yeas 8 Nays 0
21	Hays, Jessica ()	09/14/2028	Recommend Confirm Yeas 8 Nays 0
22	Goff, Kristen Rhea (Santa Rosa Beach)	09/14/2028	Recommend Confirm Yeas 8 Nays 0
23	Flury, Michael ()	09/14/2027	Recommend Confirm Yeas 8 Nays 0
24	Edwards, Stefanie Ink (Fort Myers)	09/14/2028	Recommend Confirm Yeas 8 Nays 0
25	Cardoch, Lynette (Miami)	09/14/2027	Recommend Confirm Yeas 8 Nays 0
<b>Florida Commission on Human Relations</b>			
26	Tapia, Jose ()	09/30/2027	Recommend Confirm Yeas 8 Nays 0
<b>Investment Advisory Council</b>			
27	Hosseini, Morteza "Mori" (Ormond Beach)	06/10/2029	Recommend Confirm Yeas 8 Nays 0
28	Jones, Peter D. (Clearwater)	03/05/2029	Recommend Confirm Yeas 8 Nays 0
<b>Governor's Mansion Commission</b>			
29	Chaney, Ashley (Tallahassee)	09/30/2026	Recommend Confirm Yeas 8 Nays 0
30	Jefferson, Savannah Kelly (Tallahassee)	09/14/2027	Recommend Confirm Yeas 8 Nays 0
<b>Public Employees Relations Commission</b>			
31	Aaron, Jeffrey (Maitland)	01/01/2029	Recommend Confirm Yeas 5 Nays 3
TAB	BILL NO. and INTRODUCER	BILL DESCRIPTION and SENATE COMMITTEE ACTIONS	COMMITTEE ACTION
Other Related Meeting Documents			

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: CS/CS/SB 332

INTRODUCER: Governmental Oversight and Accountability Committee; Judiciary Committee; and Senator Bradley

SUBJECT: Public Meetings/Private Property Rights

DATE: February 12, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Bond</u>	<u>Cibula</u>	<u>JU</u>	<u>Fav/CS</u>
2.	<u>Harmsen</u>	<u>McVaney</u>	<u>GO</u>	<u>Fav/CS</u>
3.	_____	_____	<u>RC</u>	_____

**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

CS/CS/SB 332 creates a public meetings exemption to allow an agency to meet privately with its attorney to review a claim made against the government pursuant to the Bert J. Harris, Jr., Property Rights Protection Act. The bill also creates a public records exemption for the transcript, recordings, minutes, and records generated during an exempt portion of such meeting. Once the claim is resolved or has expired, the records of the meeting will be open to the public.

The Bert Harris Act creates a means for a landowner to seek compensation in certain instances where a local government entity has taken an action that has reduced the fair market value of the property. A claimant must make a claim prior to filing a lawsuit and the local government must respond to the claim.

Under current law, the meeting among government officials to discuss a Bert Harris claim and determine potential settlement offers must be open to the public. However, similar meetings of a public body to discuss lawsuit strategies and settlement offers in the same type of matter are closed to the public during the course of the lawsuit but open when the litigation is concluded.

The bill is expected to have an indeterminate impact on state and local government expenditures.

The bill is subject to Article I, section 24 of the State Constitution, which requires a two-thirds vote of each house of the Legislature on final passage.

The bill is effective July 1, 2026.

## II. Present Situation:

### Bert Harris Act

The “Bert J. Harris, Jr., Private Property Rights Protection Act” was first enacted by the 1995 Legislature.<sup>1</sup>

The act provides that, when a specific action of a governmental entity has inordinately burdened an existing use of real property or a vested right to a specific use of real property, the property owner of that real property is entitled to relief, which may include compensation for the actual loss to the fair market value of the real property caused by the action of government.<sup>2</sup> The stated intent of the act is to provide relief in cases that may not rise to the level of a taking under the State Constitution or the United States Constitution.<sup>3</sup>

For purposes of the act, a governmental entity is an agency of the state, a regional or local government created by the State Constitution or by general or special act, a county or municipality, or any other entity that independently exercises governmental authority.<sup>4</sup>

The act creates a civil cause of action for an affected property owner.<sup>5</sup> At least 90 days prior to filing a lawsuit, the property owner must file a claim with the governmental entity. The claim must include a written appraisal report that supports the claim and demonstrates the loss in fair market value to the real property.<sup>6</sup> During the 90-day-notice period, unless extended by agreement of the parties, the governmental entity must reply with a written settlement offer that includes actions that the entity may take to mitigate the impact, including one or more of the following:

- An adjustment of land development or permit standards or other provisions controlling the development or use of land.
- Increases or modifications in the density, intensity, or use of areas of development.
- Transfer of development rights.
- Land swaps or exchanges.

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<sup>1</sup> Chapter 95-181, Laws of Fla. Bert J. Harris, Jr. was known as a champion of private property rights in Florida. He was a state Representative who represented the Lake Placid area from 1982 to 1996. He made the promotion of agriculture his life’s avocation. A 1943 honors graduate of the University of Florida with a degree in agriculture, Harris served as a corporal in the U.S. Army Air Corps during World War II. A citrus grower and rancher himself, Harris owned Rainbow Caladiums and was an independent farming consultant until his election into the Legislature. Harris’ efforts with the passage of private property rights to protect landowners from excessive government resulted in the naming of the bill the “Bert J. Harris Jr. Private Property Rights Protection Act.” He also sponsored legislation to settle citrus canker cases, passed legislation to prevent the disparagement of perishable food products and worked to meet the Greenbelt Law. He passed away in 2019. This note is a compilation of historical data gleaned from the Florida Agricultural Hall of Fame, at <https://floridaaaghalloffame.org/1999/10/bert-j-harris-jr/> and other sources, including [https://en.wikipedia.org/wiki/Bert\\_J.\\_Harris\\_Jr.](https://en.wikipedia.org/wiki/Bert_J._Harris_Jr.)

<sup>2</sup> Section 70.001(2), F.S.

<sup>3</sup> Section 70.001(9), F.S.

<sup>4</sup> Section 70.001(3)(c), F.S.

<sup>5</sup> Section 70.001(5)(b), F.S.

<sup>6</sup> Section 70.001(4)(a), F.S.

- Other mitigation including payments in lieu of onsite mitigation, or location on the least sensitive portion of the property.
- Conditioning the amount of development or use permitted.
- A requirement that issues be addressed on a more comprehensive basis than a single proposed use or development.
- Issuance of the development order, a variance, a special exception, or any other extraordinary relief.
- Purchase of the real property, or an interest therein, by an appropriate governmental entity or payment of compensation.

Alternatively, the entity may reply with a statement that there will be no changes to the action of the governmental entity.<sup>7</sup> The governmental entity must also make a written statement of allowable uses of the property, whether or not it makes a settlement offer.<sup>8</sup>

If the property owner rejects the settlement offer and written statement of allowable uses, then the property owner has exhausted the available remedies and may file a claim in circuit court in the county in which the real property is located.<sup>9</sup> Any act prior to the property owner's filing of a claim is a pre-suit action, for which certain protections—namely, a public meeting exemption prescribed in s. 286.011(8), F.S.—that apply to parties in pending litigation do not apply.<sup>10</sup> Thus, in order to craft a proposed settlement as required in s. 70.001(4)(c), F.S., the governmental entity must hold a public meeting that claimants can attend these meetings and discover the entity's view of the claim and its possible responses.

The governmental entity must reply to the property owner's claim within the judicial process after a claim is filed. Before filing for a judgment on the claim (or other type of pleading), the movant attorney has a duty to confer with opposing counsel (or the opposing party) to make a good-faith effort to resolve the issues raised in the motion—including a discussion of the anticipated results if they do not settle and alternative settlement strategies.<sup>11</sup> Ordinarily, lawyers and clients can meet in private regarding litigation strategy, whether they are private actors or public.<sup>12</sup> The reason for this privacy is to encourage the client to be open and honest with his or her attorney without fear that others will be able to pry into those conversations. Further, being fully informed by the client enables the attorney to provide the best legal advice.<sup>13</sup>

### **Public Records Law**

The State Constitution provides that the public has the right to inspect or copy records made or received in connection with official governmental business.<sup>14</sup> This applies to the official business

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<sup>7</sup> Section 70.001(4)(c)11., F.S.

<sup>8</sup> Section 70.001(4)(c) and (5)(a), F.S.

<sup>9</sup> Section 70.001(5)(b), F.S.

<sup>10</sup> Op. Att'y Gen, Fla. 09-25 (2009).

<sup>11</sup> Florida Rule of Civil Procedure Rule 1.202.

<sup>12</sup> Section 90.502, F.S.

<sup>13</sup> Jacqueline Kate Unger, *Maintaining the Privilege: A Refresher on Important Aspects of the Attorney-Client Privilege*, ABA Law Today (Oct. 2013), [https://www.americanbar.org/groups/business\\_law/resources/business-law-today/2013-october/maintaining-the-privilege/](https://www.americanbar.org/groups/business_law/resources/business-law-today/2013-october/maintaining-the-privilege/).

<sup>14</sup> FLA. CONST. art. I, s. 24(a).

of any public body, officer, or employee of the state, including all three branches of state government, local governmental entities, and any person acting on behalf of the government.<sup>15</sup>

Chapter 119, F.S., known as the Public Records Act, constitutes the main body of public records laws.<sup>16</sup> The Public Records Act states that:

[i]t is the policy of this state that all state, county, and municipal records are open for personal inspection and copying by any person. Providing access to public records is a duty of each agency.<sup>17</sup>

The Public Records Act typically contains general exemptions that apply across agencies. Agency- or program-specific exemptions often are placed in the substantive statutes relating to that particular agency or program.

The Public Records Act does not apply to legislative or judicial records.<sup>18</sup> Legislative records are public pursuant to s. 11.0431, F.S. Public records exemptions for the Legislature are codified primarily in s. 11.0431(2)-(3), F.S., and adopted in the rules of each house of the legislature.

Section 119.011(12), F.S., defines “public records” to include:

[a]ll documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency.

The Florida Supreme Court has interpreted this definition to encompass all materials made or received by an agency in connection with official business which are used to “perpetuate, communicate, or formalize knowledge of some type.”<sup>19</sup>

The Florida Statutes specify conditions under which public access to governmental records must be provided. The Public Records Act guarantees every person’s right to inspect and copy any state or local government public record at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public record.<sup>20</sup> A violation of the Public Records Act may result in civil or criminal liability.<sup>21</sup>

Only the Legislature may create an exemption to public records requirements.<sup>22</sup> An exemption must be created by general law and must specifically state the public necessity justifying the

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<sup>15</sup> *Id.*; see also *Sarasota Citizens for Responsible Gov’t v. City of Sarasota*, 48 So. 3d 755, 762-763 (Fla. 2010).

<sup>16</sup> Public records laws are found throughout the Florida Statutes.

<sup>17</sup> Section 119.01(1), F.S.

<sup>18</sup> *Locke v. Hawkes*, 595 So. 2d 32, 34 (Fla. 1992); *Times Pub. Co. v. Ake*, 660 So. 2d 255 (Fla. 1995).

<sup>19</sup> *Shevin v. Byron, Harless, Schaffer, Reid & Assoc.*, 379 So. 2d 633, 640 (Fla. 1980).

<sup>20</sup> Section 119.07(1)(a), F.S.

<sup>21</sup> Section 119.10, F.S. Public records laws are found throughout the Florida Statutes, as are the penalties for violating those laws.

<sup>22</sup> FLA. CONST. art. I, s. 24(c).

exemption.<sup>23</sup> Further, the exemption must be no broader than necessary to accomplish the stated purpose of the law. A bill enacting an exemption may not contain other substantive provisions<sup>24</sup> and must pass by a two-thirds vote of the members present and voting in each house of the Legislature.<sup>25</sup>

When creating a public records exemption, the Legislature may provide that a record is “exempt” or “confidential and exempt.” There is a difference between records the Legislature has determined to be exempt from the Public Records Act and those which the Legislature has determined to be exempt from the Public Records Act *and confidential*.<sup>26</sup> Records designated as “confidential and exempt” are not subject to inspection by the public and may only be released under the circumstances defined by statute.<sup>27</sup> Records designated as “exempt” may be released at the discretion of the records custodian under certain circumstances.<sup>28</sup>

### **Open Meetings Law**

The Florida Constitution provides that the public has a right to access governmental meetings.<sup>29</sup> Each collegial body must provide notice of its meetings to the public and permit the public to attend any meeting at which official acts are taken or at which public business is transacted or discussed.<sup>30</sup> This applies to the meetings of any collegial body of the executive branch of state government, counties, municipalities, school districts, or special districts.

Public policy regarding access to government meetings is also addressed in the Florida Statutes. Section 286.011, F.S., which is also known as the “Government in the Sunshine Law,”<sup>31</sup> or the “Sunshine Law,”<sup>32</sup> requires all meetings of any board or commission of any state or local agency or authority at which official acts are to be taken be open to the public.<sup>33</sup> A commonly used exception creates an exception for meetings often referred as a “shade meeting.” By general law passed by a two-thirds vote of each house, the Legislature may exempt any meeting from the public meeting requirements.<sup>34</sup>

### ***Shade Meetings***

A shade meeting refers to a private meeting of any public board or commission to discuss litigation strategy with an attorney hired by that board or commission.<sup>35</sup> To be lawful, a shade meeting must comply with these requirements:

- The board or commission’s attorney must advise the board or commission at a public meeting that the attorney desires advice concerning the litigation.

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<sup>23</sup> *Id.*

<sup>24</sup> The bill may, however, contain multiple exemptions that relate to one subject.

<sup>25</sup> FLA. CONST. art. I, s. 24(c).

<sup>26</sup> *WFTV, Inc. v. The Sch. Bd. of Seminole County*, 874 So. 2d 48, 53 (Fla. 5<sup>th</sup> DCA 2004).

<sup>27</sup> *Id.*

<sup>28</sup> *Williams v. City of Minneola*, 575 So. 2d 683 (Fla. 5<sup>th</sup> DCA 1991).

<sup>29</sup> FLA. CONST., art. I, s. 24(b).

<sup>30</sup> *Id.*

<sup>31</sup> *Times Pub. Co. v. Williams*, 222 So. 2d 470, 472 (Fla. 2d DCA 1969).

<sup>32</sup> *Board of Public Instruction of Broward County v. Doran*, 224 So. 2d 693, 695 (Fla. 1969).

<sup>33</sup> Section 286.011(1)-(2), F.S.

<sup>34</sup> FLA. CONST., art. I, s. 24(c).

<sup>35</sup> Section 286.011(8), F.S.

- The subject matter of the meeting must be confined to settlement negotiations or strategy sessions related to litigation expenditures.
- The entire private session must be recorded by a certified court reporter.
- The entity must give reasonable public notice of the time and date of the attorney-client session and the names of persons who will be attending the session.
- The transcript must be made part of the public record upon conclusion of the litigation.<sup>36</sup>

### III. Effect of Proposed Changes:

The bill creates a public meetings exemption allowing an agency,<sup>37</sup> or the chief administrative or executive officer of an agency, to conduct a private meeting with an attorney for the purpose of discussing a pre-suit claim submitted pursuant to the procedures required by the Bert J. Harris, Jr. Private Property Rights Protection Act.

The meeting must be:

- Limited to the subject of settlement negotiations or strategy sessions relating to the claim.
- Noticed to occur during an otherwise open meeting, and the notice must include the time and date of the session, and the names of who will attend.
- Initiated upon the agency attorney's notice at a public meeting that he or she desires advice concerning a Bert Harris Act claim.
- Recorded by a certified court reporter, whose notes must also include the start and finish times of the closed session, all discussion and proceedings, the name of all persons present, and the names of all persons speaking. These notes must be transcribed and filed with the governmental entity's clerk within a reasonable time after the meeting.

The transcript, recordings, minutes, and records generated during the shaded meeting is exempt from public records laws. Any transcript created becomes public record upon any settlement of the claim, or at the expiration of the statute of limitations for hearing a claim arising under the Bert Harris Act if no litigation is filed and there is no settlement of a claim. The process created for this pre-suit meeting is the same as the process provided for in s. 286.011(8), F.S., that currently applies to the very similar attorney-client meetings of a governing body.

The bill also includes a public necessity statement and complies with the Open Government Sunset Review Act.

The bill is effective July 1, 2026, and is repealed October 2, 2031, unless saved from repeal.

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<sup>36</sup> Sections 286.011(8)(a)-(e), F.S.

<sup>37</sup> The bill defines an agency in accordance with the definition provided in s. 119.011, F.S., as "any state, county, district, authority, or municipal officer, department, division, board, bureau, commission, or other separate unit of government created or established by law including, for the purposes of this chapter, the Commission on Ethics, the Public Service Commission, and the Office of Public Counsel, and any other public or private agency, person, partnership, corporation, or business entity acting on behalf of any public agency."

**IV. Constitutional Issues:****A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, or reduce the percentage of state tax shared with counties or municipalities.

**B. Public Records/Open Meetings Issues:****Vote Requirement**

Article I, s. 24(c) of the State Constitution requires a two-thirds vote of the members present and voting for final passage of a bill creating or expanding an exemption from the public records and public meetings requirements. This bill creates a public records and meetings exemption for meetings that occur within the context of the Bert Harris Act to facilitate a settlement and for records, transcripts, minutes, and recordings generated during that shaded meeting. Thus, the bill requires a two-thirds vote to be enacted.

**Public Necessity Statement**

Article I, s. 24(c) of the State Constitution requires a bill creating or expanding an exemption to the public records and public meetings requirements to state with specificity the public necessity justifying the exemption. Section 2 of the bill contains a statement of public necessity for the exemptions.

**Breadth of Exemption**

Article I, s. 24(c) of the State Constitution requires an exemption from the public meetings requirements to be no broader than necessary to accomplish the stated purpose of the law. The purpose of the law is to provide for private discussion of litigation and settlement strategies for a Bert Harris Act claim. This bill closes only those portions of the meetings at which such conversations are had and therefore is no broader than necessary.

Additionally, the bill requires the local government to record and create a transcript of the pre-suit settlement meeting. The transcript, recording, minutes, and records generated during the exempt portion of the meeting are protected from disclosure by a public records exemption created by the bill. The transcript becomes a part of the public record at the settlement of a Bert Harris claim, or upon the expiration of the statute of limitations for such a claim. This is therefore narrowly tailored to protect just the information from the shaded meetings.

**C. Trust Funds Restrictions:**

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

The bill is expected to have an indeterminate impact on state and local government expenditures.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

None.

**VIII. Statutes Affected:**

This bill creates section 70.90 of the Florida Statutes.

**IX. Additional Information:**

A. Committee Substitute – Statement of Substantial Changes:  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**CS/CS by Governmental Oversight and Accountability on February 11, 2026:**

- Creates a public record exemption for the transcript and recording required to be made during the exempt portion of a meeting.
- Specifies that the exemptions are applicable to all agencies subject to public meeting and public record requirements.
- Updates the public necessity statement.

**CS by Judiciary on January 27, 2026:**

The amendment changed the placement of the exemption to a standalone section without changing process or effect, added a public necessity statement, and added a future repeal to comply with the Open Government Sunset Review Act.

**B. Amendments:**

None.



328364

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
02/11/2026	.	
	.	
	.	
	.	

---

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

**Senate Amendment (with title amendment)**

Delete everything after the enacting clause  
and insert:

Section 1. Section 70.90, Florida Statutes, is created to  
read:

70.90 Public meetings and records regarding a claim under  
the Bert J. Harris, Jr., Private Property Rights Protection  
Act.—

(1) A meeting or portion of a meeting between an agency as



328364

11 defined in s. 119.011, or the chief administrative or executive  
12 officer of an agency, and the agency's attorney during the 90-  
13 day notice period specified in s. 70.001(4) to discuss claims  
14 submitted in accordance with that subsection is exempt from s.  
15 286.011 and s. 24(b), Art. I of the State Constitution, provided  
16 that:

17 (a) The agency's attorney shall advise the agency at a  
18 public meeting that he or she desires advice concerning a claim  
19 submitted in accordance with s. 70.001(4).

20 (b) The subject matter of the meeting must be confined to  
21 settlement negotiations or strategy sessions relating to a claim  
22 submitted in accordance with s. 70.001(4).

23 (c) The entire session must be recorded by a certified  
24 court reporter. The reporter shall record the times of  
25 commencement and termination of the session, all discussion and  
26 proceedings, the names of all persons present at any time, and  
27 the names of all persons speaking. No portion of the session may  
28 be off the record. The court reporter's notes must be fully  
29 transcribed and filed with the agency's clerk within a  
30 reasonable time after the meeting.

31 (d) The agency shall give reasonable public notice of the  
32 time and date of the attorney-client session and the names of  
33 persons who will be attending the session. The session must  
34 commence at an open meeting at which the persons chairing the  
35 meeting shall announce the commencement and estimated length of  
36 the attorney-client session and the names of the persons  
37 attending. At the conclusion of the attorney-client session, the  
38 meeting must be reopened, and the person chairing the meeting  
39 shall announce the termination of the session.



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40       (e) The transcript must be made part of the public record  
41 upon settlement of a claim under s. 70.001, or upon the  
42 expiration of the statute of limitations for the claim arising  
43 under this chapter in the event that no litigation is filed and  
44 there is no settlement of a claim under s. 70.001.

45       (2) Transcripts, recordings, minutes, and records generated  
46 during an exempt meeting or portion of such a meeting, pursuant  
47 to subsection (1), are exempt from s. 119.07(1) and s. 24(a),  
48 Art. I of the State Constitution.

49       (3) This section is subject to the Open Government Sunset  
50 Review Act in accordance with s. 119.15 and shall stand repealed  
51 on October 2, 2031, unless reviewed and saved from repeal  
52 through reenactment by the Legislature.

53       Section 2. (1) The Legislature finds that it is a public  
54 necessity that meetings or portions of meetings between an  
55 agency as defined in s. 119.011, Florida Statutes, or the chief  
56 administrative or executive officer of an agency, and the  
57 agency's attorney during the 90-day notice period specified in  
58 s. 70.001(4), Florida Statutes, to discuss claims submitted in  
59 accordance with that subsection be made exempt from s. 286.011,  
60 Florida Statutes, and s. 24(b), Article I of the State  
61 Constitution, provided that certain conditions are met. When  
62 those meetings are conducted in an open meeting, the agency  
63 cannot effectively review, discuss, and prepare strategies for  
64 resolution of the claim. Similar meetings regarding ongoing  
65 litigation are currently confidential. Making these meetings, or  
66 portions of these meetings, closed to the public encourages  
67 agencies to reasonably develop negotiation strategies that make  
68 prelitigation resolution more likely. Requiring meetings



328364

69 relating to a Bert Harris claim to be public defeats the purpose  
70 of having a prelitigation claim process, namely, to foster  
71 settlement quickly while limiting attorney fees of all parties.  
72 The public is protected by the requirement that the records of  
73 the meeting be open once the claim is settled.

74 (2) The Legislature finds that it is a public necessity  
75 that the transcripts, recordings, minutes, and records generated  
76 during meetings or portions of meetings between an agency as  
77 defined in s. 119.011, Florida Statutes, or the chief  
78 administrative or executive officer of an agency, and the  
79 agency's attorney during the 90-day notice period specified in  
80 s. 70.001(4), Florida Statutes, to discuss claims submitted in  
81 accordance with that subsection be made exempt from s.  
82 119.07(1), Florida Statutes, and s. 24(a), Article I of the  
83 State Constitution. Release of such information during  
84 negotiations or settlement discussions would negate the public  
85 meeting exemption. As such, the Legislature finds that the  
86 public record exemption is a public necessity.

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

88  
89 ===== T I T L E A M E N D M E N T =====

90 And the title is amended as follows:

91 Delete everything before the enacting clause  
92 and insert:

93 A bill to be entitled  
94 An act relating to public records and public meetings;  
95 creating s. 70.90, F.S.; providing an exemption from  
96 public meetings requirements for meetings or portions  
97 of meetings between agencies and their attorneys to



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98 discuss certain claims concerning private property  
99 rights; specifying what may be discussed during such  
100 meetings; requiring that such meetings be transcribed;  
101 providing that such transcripts become public records  
102 at specified times; providing an exemption from public  
103 records requirements for transcripts, recordings,  
104 minutes, and records generated during the exempt  
105 meetings or portions of such meetings; providing for  
106 future legislative review and repeal of the  
107 exemptions; providing a statement of public necessity;  
108 providing an effective date.

By the Committee on Judiciary; and Senator Bradley

590-02242-26

2026332c1

A bill to be entitled

An act relating to public meetings; creating s. 70.90, F.S.; providing that specified entities may meet in private with their attorneys to discuss certain claims concerning private property rights; specifying what may be discussed during such closed meetings; requiring that such meetings be transcribed; providing that such transcripts become public records at specified times; providing for future legislative review and repeal; providing a statement of public necessity; providing an effective date.

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

Section 1. Section 70.90, Florida Statutes, is created to read:

70.90 Public meetings and records regarding a claim under the Bert J. Harris, Jr., Private Property Rights Protection Act.-

(1) Notwithstanding s. 286.011(1), any board or commission of any state agency or authority or any agency or authority of any county, municipal corporation, or political subdivision, and the chief administrative or executive officer of the governmental entity may meet in private with the entity's attorney during the 90-day-notice period specified in s. 70.001(4) to discuss claims submitted in accordance with that subsection provided that the following conditions are met:

(a) The entity's attorney shall advise the entity at a public meeting that he or she desires advice concerning a claim

Page 1 of 3

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

590-02242-26

2026332c1

submitted in accordance with s. 70.001(4).

(b) The subject matter of the meeting must be confined to settlement negotiations or strategy sessions relating to a claim submitted in accordance with s. 70.001(4).

(c) The entire session must be recorded by a certified court reporter. The reporter shall record the times of commencement and termination of the session, all discussion and proceedings, the names of all persons present at any time, and the names of all persons speaking. No portion of the session may be off the record. The court reporter's notes must be fully transcribed and filed with the entity's clerk within a reasonable time after the meeting.

(d) The entity shall give reasonable public notice of the time and date of the attorney-client session and the names of persons who will be attending the session. The session must commence at an open meeting at which the person chairing the meeting shall announce the commencement and estimated length of the attorney-client session and the names of the persons attending. At the conclusion of the attorney-client session, the meeting must be reopened, and the person chairing the meeting shall announce the termination of the session.

(e) The transcript must be made part of the public record upon settlement of a claim under s. 70.001, or upon the expiration of the statute of limitations for the claim arising under this chapter in the event that no litigation is filed and there is no settlement of a claim under s. 70.001.

(2) This section is subject to the Open Government Sunset Review Act in accordance with s. 119.15 and shall stand repealed on October 2, 2031, unless reviewed and saved from repeal

Page 2 of 3

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

590-02242-26

2026332c1

59 through reenactment by the Legislature.

60 Section 2. The Legislature finds that it is a public  
61 necessity that meetings to discuss a presuit claim under the  
62 Bert J. Harris, Jr., Private Property Rights Protection Act be  
63 made confidential and closed to the public. When those meetings  
64 are conducted in an open meeting, the governing body cannot  
65 effectively review, discuss, and prepare strategies for  
66 resolution of the claim. Similar meetings regarding ongoing  
67 litigation are currently confidential. Making these hearings  
68 confidential and closed to the public encourages a local  
69 government to reasonably develop negotiation strategies that  
70 make presuit resolution more likely. Requiring public hearings  
71 relating to a Bert Harris claim defeats the purpose of having a  
72 presuit claim process, namely, to foster settlement quickly  
73 while limiting attorney fees of all parties. The public is  
74 protected by the requirement that the records of the meeting are  
75 open once the claim is settled.

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



# THE FLORIDA SENATE

Tallahassee, Florida 32399-1100

## COMMITTEES:

Regulated Industries, *Chair*  
Appropriations Committee on Higher  
Education, *Vice Chair*  
Appropriations Committee on Pre-K - 12 Education  
Criminal Justice  
Ethics and Elections  
Fiscal Policy  
Rules

## JOINT COMMITTEES:

Joint Committee on Public Counsel Oversight,  
*Alternating Chair*

## SENATOR JENNIFER BRADLEY

6th District

January 27, 2025

Senator Debbie Mayfield, Chairman  
Committee on Governmental Oversight and Accountability  
302 Senate Office Building  
404 South Monroe Street  
Tallahassee, Florida 32399-1100

Dear Chair Mayfield:

I respectfully request that CS/SB 332 be placed on the agenda of the Committee on Governmental Oversight and Accountability at your earliest convenience. The bill would authorize local governments and other government bodies to hold closed attorney-client meetings during the 90-day notice period to discuss claims.

Thank you for your consideration and please reach out if you have any questions or concerns about the bill.

Sincerely,

A handwritten signature in blue ink that reads "Jennifer Bradley".

Jennifer Bradley

cc: Joe McVaney, Staff Director  
Jessie Harmsen, Deputy Staff Director  
Tamra Redig, Committee Administrative Assistant

## REPLY TO:

- 1845 East West Parkway, Suite 5, Fleming Island, Florida 32003 (904) 278-2085
- 406 Senate Building, 404 South Monroe Street, Tallahassee, Florida 32399-1100 (850) 487-5006

Senate's Website: [www.flsenate.gov](http://www.flsenate.gov)

**BEN ALBRITTON**  
President of the Senate

**JASON BRODEUR**  
President Pro Tempore

2/11/26

The Florida Senate  
**APPEARANCE RECORD**

SB 332

Meeting Date

Governmental Oversight + Accountability

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

JEFF SCALA

Phone

(727) 637-4081

Address

100 S Monroe

Email

jscala@fl-counties.com

Street

Tallahassee

FL

32301

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

Florida Association of Counties

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

2/11/26

Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

332

Bill Number or Topic

Gov. Oversight + Accountability

Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name

Matthew SINGER

Phone

850-701-3652

Address

301 S. Bronough St, Ste #300

Email

MSINGER@FLcities.com

Street

Tallahassee

FL

32301

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

Florida League of Cities

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

---

Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

BILL: SB 464

INTRODUCER: Senator Avila

SUBJECT: Observance of Veterans' Day by K-12 Schools

DATE: February 10, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Sabitsch</u>	<u>Bouck</u>	<u>ED</u>	<b>Favorable</b>
2.	<u>McVaney</u>	<u>McVaney</u>	<u>GO</u>	<b>Favorable</b>
3.	_____	_____	<u>RC</u>	_____

---

**I. Summary:**

SB 464 requires each school district to observe Veterans' Day as a school holiday.

The bill is effective July 1, 2026.

**II. Present Situation:**

**History of Veterans Day**

World War I – known at the time as “The Great War” – officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice, or temporary cessation of hostilities, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918, was generally regarded as the end of “the war to end all wars.”<sup>1</sup>

The United States Congress officially recognized the end of World War I when it passed a resolution on June 4, 1926, recognizing the 11th of November and that the recurring anniversary of this date should be commemorated. As the legislatures of twenty-seven states had already declared November 11th to be a legal holiday the resolution requested that the President of the United States issue a proclamation calling upon officials to display the flag of the United States on all government buildings on November 11th and inviting the people of the United States to observe the day in schools and churches, or other suitable places, with appropriate ceremonies of friendly relations with all other peoples.<sup>2</sup>

---

<sup>1</sup> U.S Department of Veterans Affairs, *History of Veterans Day*, <https://department.va.gov/veterans-day/history-of-veterans-day/> (last visited January 13, 2026).

<sup>2</sup> *Id.*

In 1938, the 11th of November was designated each year as a legal holiday in an act of Congress and at that time was known as “Armistice Day,” and was primarily set aside to honor veterans of World War I. In 1954 the act was amended to replace “Armistice” with “Veterans” and became a day to honor all American Veterans of all wars.<sup>3</sup>

### **Veterans and Veterans’ Day in Florida**

There are nearly 1.4 million veterans living in Florida as of 2023, second only to Texas with over 1.5 million veterans. Of those 1.4 million, 1.1 million are wartime veterans and 504,000 are service-connected disabled veterans. Some 692,000 Florida veterans are aged 65 or older.<sup>4</sup>

Florida law designates Veterans’ Day (November 11th) as one of numerous legal holidays to be observed in the state and provides that if a legal holiday falls on a Sunday that the following Monday will be considered the legal holiday.<sup>5</sup> Florida law also designates November as “Veterans Appreciation Month” and allows the governor to issue an annual proclamation designating the observance and encouraging counties, municipalities, public schools and residents to create special programs and events to show appreciation the veterans who have served the United States.<sup>6</sup>

Florida law also designates Veterans’ Day on November 11th as a paid holiday for all state branches and agencies and stipulates that if the observance falls on a Saturday that the preceding Friday will be observed as the holiday and if the observance falls on a Sunday, the following Monday will be observed as the holiday.<sup>7</sup>

Florida district school boards are charged with setting the opening and closing of schools within each district and designating the observance of school holidays and vacation periods.<sup>8</sup> For the 2025-2026 school year, 44 of 67 geographic school districts observed Veterans’ Day as a holiday while 11 of 13 special districts (e.g., the Florida Virtual School and laboratory schools) also observed the holiday.<sup>9</sup>

### **III. Effect of Proposed Changes:**

The bill modifies s. 1002.42, F.S., to require that each school district observe Veterans’ Day as a school holiday. This aligns with the Legislature’s recognition of the day as a state holiday.

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<sup>3</sup> U.S Department of Veterans Affairs, *History of Veterans Day*, <https://department.va.gov/veterans-day/history-of-veterans-day/> (last visited Feb. 4, 2026).

<sup>4</sup> Florida Department of Veterans’ Affairs, *Fast Facts*, <https://floridavets.org/our-veterans/profilefast-facts/> (last visited Feb. 4, 2026).

<sup>5</sup> Section 683.01(1)(r), F.S.

<sup>6</sup> Section 683.1475, F.S.

<sup>7</sup> Section 110.117(1), F.S.

<sup>8</sup> Section 1001.42(4)(f) and (g), F.S.

<sup>9</sup> Florida Department of Education, *PK-12 Public School Data Publications & Reports: School District Calendars (2025-2026)*, <https://www.fldoe.org/accountability/data-sys/edu-info-accountability-services/pk-12-public-school-data-pubs-reports/index.stml> (last visited Feb. 4, 2026).

**IV. Constitutional Issues:****A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

**B. Public Records/Open Meetings Issues:**

None.

**C. Trust Funds Restrictions:**

None.

**D. State Tax or Fee Increases:**

None.

**E. Other Constitutional Issues:**

None identified.

**V. Fiscal Impact Statement:****A. Tax/Fee Issues:**

None.

**B. Private Sector Impact:**

None.

**C. Government Sector Impact:**

This bill does not have an impact on state or local government revenues or expenditures.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

None.

**VIII. Statutes Affected:**

This bill substantially amends section 1001.42 of the Florida Statutes.

**IX. Additional Information:**

- A. **Committee Substitute – Statement of Changes:**  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

- B. **Amendments:**

None.

---

This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.

---

By Senator Avila

39-00583-26

2026464\_\_

1                           A bill to be entitled  
2           An act relating to observance of Veterans' Day by K-12  
3           schools; amending s. 1001.42, F.S.; requiring school  
4           districts to observe Veterans' Day as a school  
5           holiday; providing an effective date.  
6

7   Be It Enacted by the Legislature of the State of Florida:  
8

9           Section 1. Paragraph (g) of subsection (4) of section  
10   1001.42, Florida Statutes, is amended to read:

11           1001.42 Powers and duties of district school board.—The  
12   district school board, acting as a board, shall exercise all  
13   powers and perform all duties listed below:

14           (4) ESTABLISHMENT, ORGANIZATION, AND OPERATION OF SCHOOLS.—  
15   Adopt and provide for the execution of plans for the  
16   establishment, organization, and operation of the schools of the  
17   district, including, but not limited to, the following:

18           (g) *Observance of school holidays and vacation periods.*—  
19   Designate the observance of school holidays and vacation  
20   periods. Each school district shall observe Veterans' Day, as  
21   listed in s. 110.117(1)(f), as a school holiday.

22           Section 2. This act shall take effect July 1, 2026.



**SENATOR BRYAN AVILA**  
39th District

## THE FLORIDA SENATE

Tallahassee, Florida 32399-1100

Avila.bryan.web@flsenate.gov

**COMMITTEES:**  
**COMMITTEES:**

Finance and Tax, *Chair*  
Transportation, Vice Chair  
Appropriations Committee on  
Transportation, Tourism, and  
Economic Development  
Environmental and Natural Resources  
Ethics and Elections  
Fiscal Policy  
Rules

January 20, 2026

Honorable Senator Debbie Mayfield  
The Florida Senate  
303 Knott Building  
404 S. Monroe Street  
Tallahassee, Florida 32399

Honorable Senator Mayfield,

I respectfully request SB 464 Observance of Veterans Day by K-12 Schools be placed on the next committee agenda.

SB 464 Observance of Veterans Day by K-12 Schools; Requires school districts to observe Veterans' Day as a school holiday.

Sincerely,

A handwritten signature in blue ink that reads "Bryan Avila".

Senator, District 39

CC: Joe McVaney, Staff Director  
Tamra Redig, Administrative Assistant  
Christian Chestnut, Legislative Assistant

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

---

Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

**BILL:** CS/SB 576

**INTRODUCER:** Governmental Oversight and Accountability Committee and Senator Harrell

**SUBJECT:** Local Government Cyber Security

**DATE:** February 12, 2026      **REVISED:** \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	Harmsen	McVaney	GO	Fav/CS
2.	_____	_____	AEG	_____
3.	_____	_____	AP	_____

---

**Please see Section IX. for Additional Information:**  
COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

CS/SB 576 creates the Local Government Cybersecurity Protection Program, which will be administered by the Florida Digital Service (FLDS), to provide information technology (IT) commodities and services to local government participants to develop and enhance their cybersecurity risk management programs consistent with s. 282.3185, F.S, and to assist local governments with mitigation and defense against cybersecurity threats, including ransomware incidents. The FLDS may use federal grants to further the program.

The program will be administered based on objective eligibility and evaluation criteria and will prioritize fiscally constrained counties.

The bill requires the FLDS to enter into data-sharing agreements with local governments as necessary to facilitate the collection, analysis, and exchange of security-related information to support the detection, prevention, and response to cybersecurity incidents.

The impact on local government revenues and expenditures is indeterminate. Local government may experience cost savings if it receives programs and software that would otherwise be funded with local revenues.

The bill takes effect July 1, 2026.

## II. Present Situation:

The Department of Management Services (DMS) oversees information technology (IT)<sup>1</sup> governance and security for the executive branch in Florida.<sup>2</sup> The Florida Digital Service (FLDS) is housed within the DMS and was established in 2020 to replace the Division of State Technology.<sup>3</sup> The FLDS works under the DMS to implement policies for information technology and cybersecurity for state agencies.<sup>4</sup>

The head of the FLDS is appointed by the Secretary of Management Services<sup>5</sup> and serves as the state chief information officer (CIO).<sup>6</sup> The CIO must have at least 5 years of experience in the development of IT system strategic planning and IT policy and, preferably, have leadership-level experience in the design, development, and deployment of interoperable software and data solutions.<sup>7</sup> The FLDS must propose innovative solutions that securely modernize state government, including technology and information services, to achieve value through digital transformation and interoperability, and to fully support Florida's cloud first policy.<sup>8</sup>

The DMS, through the FLDS, has the following powers, duties, and functions:

- Develop IT policy for the management of the state's IT resources;
- Develop an enterprise architecture;
- Establish project management and oversight standards with which state agencies must comply when implementing IT projects;
- Perform project oversight on all state agency IT projects that have a total cost of \$10 million or more and that are funded in the General Appropriations Act or any other law; and
- Identify opportunities for standardization and consolidation of IT services that support interoperability, Florida's cloud first policy, and business functions and operations that are common across state agencies.<sup>9</sup>

### State Cybersecurity Act

The State Cybersecurity Act<sup>10</sup> (the Cybersecurity Act) requires the DMS, acting through the FLDS, to establish standards and processes for assessing state agencies' cybersecurity risks and determine appropriate security measures. For purposes of the State Cybersecurity Act, a "state agency" is any official, officer, commission, board, authority, council, committee, or department

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<sup>1</sup> The term "information technology" means equipment, hardware, software, firmware, programs, systems, networks, infrastructure, media, and related material used to automatically, electronically, and wirelessly collect, receive, access, transmit, display, store, record, retrieve, analyze, evaluate, process, classify, manipulate, manage, assimilate, control, communicate, exchange, convert, converge, interface, switch, or disseminate information of any kind or form. Section 282.0041(20), F.S.

<sup>2</sup> See s. 20.22, F.S.

<sup>3</sup> Chapter 2020-161, L.O.F.

<sup>4</sup> See s. 20.22(2)(b), F.S.

<sup>5</sup> The Secretary of Management Services serves as the head of the DMS and is appointed by the Governor, subject to confirmation by the Senate. Section 20.22(1), F.S.

<sup>6</sup> Section 282.0051(2)(a), F.S.

<sup>7</sup> *Id.*

<sup>8</sup> Section 282.0051 (1), F.S.

<sup>9</sup> *Id.*

<sup>10</sup> Section 282.318(1), F.S.

of the executive branch and specifically includes the Department of Legal Affairs, the Department of Agriculture and Consumer Services, and the Department of Financial Services, but excludes university boards of trustees or state universities.<sup>11</sup>

Additionally, under the Cybersecurity Act, the DMS must:<sup>12</sup>

- Adopt rules to mitigate risk and to safeguard state agency digital assets, data, information, and IT resources to ensure its confidentiality and integrity;
- Designate a chief information security officer (CISO);
- Develop an annual cybersecurity strategic plan that includes the identification and mitigation of risk, proactive protection against threats, and threat reporting and response and recovery protocols for a cyber incident;
- Publish an IT security framework for use by state agencies;
- Annually review state agencies' strategic and operational cybersecurity plans; and
- Operate a Cybersecurity Operations Center (CSOC), which serves as “a clearinghouse for threat information” and coordinates with the Department of Law Enforcement to support state agencies with their response to a confirmed or suspected cybersecurity incident.

Each state agency is also vested with responsibilities under the Cybersecurity Act, which include:<sup>13</sup>

- Creating a cybersecurity response team that convenes upon notice of a cybersecurity incident and reports on all confirmed or suspected incidents;
- Submitting an annual report on the agency's strategic and operational cybersecurity plans;
- Performing a triennial comprehensive risk assessment to determine security threats to the agency;
- Developing internal procedures, including procedures for reporting cybersecurity incidents and breaches to the Cybercrime Office and the FLDS;
- Receiving recommendations from the DMS regarding identified risks to agency data, information, and IT resources, and implementation of safeguards and risk assessment remediation plans to resolve the risk;
- Ensuring the performance of periodic internal audits and evaluations of the agency's cybersecurity program for the data, information, and IT resources of the agency; and
- Submitting an after-action report, including a summary of “insights gained as a result of the incident” to the FLDS within one week after the agency's resolution or remediation of a cybersecurity incident or ransomware incident.

### **Local Government Cybersecurity Act**

The Local Government Cybersecurity Act (Local Act),<sup>14</sup> which applies to any county or municipality, requires each local government to have adopted by January 1, 2025, cybersecurity standards, consistent with generally accepted best practices, that safeguard its data, IT, and IT resources to ensure availability, confidentiality, and integrity. The Local Act additionally requires a local government to notify the Cybersecurity Operations Center within the Florida

<sup>11</sup> Sections 282.0041(34) and 282.318(2), F.S.

<sup>12</sup> Section 282.318(3), F.S.

<sup>13</sup> Section 282.318(4), F.S.

<sup>14</sup> Section 282.3185, F.S.

Department of Law Enforcement and the sheriff who has jurisdiction over the local government of any cybersecurity or ransomware incident.

The Local Act also requires the FLDS to develop basic and advanced cybersecurity training for local government employees, who must complete the training within 30 days of beginning their employment and annually thereafter. The FLDS may collaborate with the Cybercrime Office of the Department of Law Enforcement, a private sector entity, or an institution of the State University System to develop this training.<sup>15</sup>

### **Florida Local Government Cybersecurity Grant Program**

The Florida Local Government Cybersecurity Grant Program (Grant Program) is currently administered by the FLDS. The Grant Program has been authorized in proviso language beginning with the Fiscal Year (FY) 2023-2024 General Appropriations Act (GAA).<sup>16</sup> Proviso language in the FY 2025-2026 GAA requires the DMS, through the FLDS, to administer a competitive grant program that provides nonrecurring technical assistance to local governments for the development and enhancement of cybersecurity risk management programs. The FLDS is required to include language in the local government agreements that release the state from all liability related to cybersecurity incidents impacting the local government recipient.<sup>17</sup> For FY 2025-26, the Grant Program prioritized fiscally constrained rural areas of opportunity.<sup>18</sup>

The grant itself does not define what constitutes a fiscally constrained county. However, s. 218.67(1), F.S., defines a fiscally constrained county as one that:

- Has been designated by the Governor pursuant to s. 288.0656, F.S.;
- Has been adversely affected by an extraordinary economic event, severe or chronic distress, or a natural disaster that presents a unique economic development opportunity; and
- That meets specified population limits.<sup>19</sup>

Alternatively, a county may be classified as a rural area of opportunity if the value of a mill of ad valorem taxes will raise no more than \$5 million in revenue for the county, based on the taxable value used in the determination of funding allocations from the Florida Education Finance Program under s. 1011.62(4)(a)1.a, F.S.

In Fiscal Year 2025-2026, there are 29 fiscally constrained counties.<sup>20</sup>

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<sup>15</sup> Section 282.3185(3), F.S.

<sup>16</sup> Ch. 2023-239, L.O.F., proviso language for Specific Appropriation 3013A.

<sup>17</sup> Ch. 2025-198, L.O.F., proviso language for Specific Appropriation 2708.

<sup>18</sup> See FLDS, *Florida Local Government Cybersecurity Grant Program*, <https://cybergrants.fl.gov/> (last visited Feb. 1, 2026).

<sup>19</sup> A rural area of opportunity is a rural community, which is defined in s. 288.0656(2)(e), F.S., as:

1. A county with a population of 75,000 or fewer.
2. A county with a population of 125,000 or fewer which is contiguous to a county with a population of 75,000 or fewer.
3. A municipality within a county described in subparagraph 1. or subparagraph 2.
4. An unincorporated federal enterprise community or an incorporated rural city with a population of 25,000 or fewer and an employment base focused on traditional agricultural or resource-based industries, located in a county not defined as rural, which has at least three or more of the economic distress factors identified in paragraph (c) and verified by the department.

<sup>20</sup> Florida Department of Revenue, *Fiscally Constrained Counties*, [https://floridarevenue.com/property/Documents/fcc\\_map.pdf](https://floridarevenue.com/property/Documents/fcc_map.pdf) (last visited Feb. 5, 2026).

The FLDS has chosen to procure cybersecurity solutions<sup>21</sup> directly on behalf of awarded applicants,<sup>22</sup> rather than issue direct funding to local governments through the grant awards. The grants are designed to support the delivery of new or expanded cybersecurity capabilities, and cannot subsidize payments for existing tools, services, or contracts held by a local government. As a condition of award, local governments must agree to grant FLDS permission to see telemetry<sup>23</sup> and solutions<sup>24</sup> data generated by the software awarded to the local government for FLDS to assist with responding to cybersecurity incidents.<sup>25</sup>

The DMS has been appropriated a total of \$55 million through FY 2025-2026 for FLDS to administer the Grant Program and has disbursed \$35,235,536.88 as of January 29, 2026.<sup>26</sup> From these funds, 278 local governments have received access to cybersecurity solutions.<sup>27</sup>

### **Federal “State and Local Government Cybersecurity Grant Program”**

The State and Local Government Cybersecurity Grant Program (SLCGP) is administered by Department of Homeland Security through the Cybersecurity and Infrastructure Security Agency (CISA) and the Federal Emergency Management Agency (FEMA) at the federal level. The SLCGP made \$91.7 million in FY 2025-2026 available to state and local governments “for a range of cybersecurity improvements, including planning and exercises, hiring experts in the community, and improving services for their citizens.”<sup>28</sup>

Funding from the SLCGP helps eligible entities address cybersecurity risks and threats to information systems owned or operated by—or on behalf of—SLCGP governments.<sup>29</sup> State

<sup>21</sup> See, FLDS, *Florida Local Government Cybersecurity Grant Program—Cybersecurity Capabilities*, <https://cybergrants.fl.gov/capabilities.html> (last visited January 31, 2026).

<sup>22</sup> See FLDS, *Florida Local Government Cybersecurity Grant Program—About the FY 2025-26 Program*, <https://cybergrants.fl.gov/> (last visited January 31, 2026) (“Rather than issuing direct funding, the Florida Digital Service will procure cybersecurity solutions directly on behalf of awarded applicants. No payments will be made to grant recipients.”)

<sup>23</sup> FLDS, *Local Government Cybersecurity Grant Program Grant Agreement—Exhibit A, Cybersecurity Incident Response Rider*, [https://cybergrants.fl.gov/download/Year\\_3\\_Local\\_Grant\\_Agreement\\_FY2025-26\\_Draft.pdf](https://cybergrants.fl.gov/download/Year_3_Local_Grant_Agreement_FY2025-26_Draft.pdf) (last visited Jan. 31, 2026). (“Telemetry data” means data generated by Grantee through automated communication processes from multiple data sources and processed by Software Entitlements.)

<sup>24</sup> *Id.* at 33. “Solution data” is defined as data, reports, or other information generated by Software Entitlements. This may be derived from but does not include Telemetry Data.

<sup>25</sup> *Id.*

<sup>26</sup> See Dep’t. of Management Services, *Technology Program, 2024-25 Disbursements by Summary Object: Special Categories ~ Grants and Aids – Cybersecurity Grants*, TRANSPARENCY FLORIDA, [https://www.transparencyflorida.gov/Disbursements/DisbBySummObj.aspx?FY=25&BE=72900700&AC=100856&Fund=1000&FundType=&LI=\\*\\*\\*\\*&OB=Y&SC=F](https://www.transparencyflorida.gov/Disbursements/DisbBySummObj.aspx?FY=25&BE=72900700&AC=100856&Fund=1000&FundType=&LI=****&OB=Y&SC=F) (last visited Feb. 3, 2025); Dep’t of Management Services, *Technology Program, 2025-26 Disbursements by Summary Object: Special Categories ~ Grants and Aids – Cybersecurity Grants*, TRANSPARENCY FLORIDA, available at [https://www.transparencyflorida.gov/Disbursements/DisbBySummObj.aspx?FY=25&BE=72900700&AC=100856&Fund=1000&FundType=&LI=\\*\\*\\*\\*&OB=Y&SC=F](https://www.transparencyflorida.gov/Disbursements/DisbBySummObj.aspx?FY=25&BE=72900700&AC=100856&Fund=1000&FundType=&LI=****&OB=Y&SC=F) (last visited Feb. 3, 2026).

<sup>27</sup> See FLDS, *FY 2024-2025 Florida Local Government Cybersecurity Grant Program Report Round 1 and FY 2024-2025 Florida Local Government Cybersecurity Grant Program Report Round 2* (on file with the Information Technology Budget and Policy Subcommittee).

<sup>28</sup> Cybersecurity and Infrastructure Security Agency (CISA), *DHS Launches Over \$100 Million in Funding to Strengthen Communities’ Cyber Defenses* (Aug. 1, 2025), <https://www.cisa.gov/news-events/news/dhs-launches-over-100-million-funding-strengthen-communities-cyber-defenses> (last visited Feb. 1, 2026).

<sup>29</sup> CISA, *State and Local Cybersecurity Grant Program*, <https://www.cisa.gov/cybergrants/slcgp> (last visited Feb. 1, 2026).

Administrative Agencies may apply to receive SLCGP funds from the federal government and, if awarded, must distribute at least 80 percent of the funding to local governments in accordance with state law, procedures, and federal legislative requirements.<sup>30</sup> At least 25 percent of the distributed funds must go to rural areas of the state.<sup>31</sup> However, the state entity must match the federal funds with a 40 percent match.<sup>32</sup> In Fiscal Year 2023-2024, Florida received \$11,997,340 from the SLCGP; in Fiscal Year 2024-2025, it received \$8,704,903.<sup>33</sup>

## Public Records Law

The State Constitution provides that the public has the right to inspect or copy records made or received in connection with official governmental business.<sup>34</sup> This applies to the official business of any public body, officer, or employee of the state, including all three branches of state government, local governmental entities, and any person acting on behalf of the government.<sup>35</sup>

Additional requirements and exemptions that relate to public records are found in various statutes and rules, depending on the branch of government involved.<sup>36</sup> For instance, Legislative records are public pursuant to s. 11.0431, F.S. Public records exemptions for the Legislature are codified primarily in s. 11.0431(2)-(3), F.S., and adopted in the rules of each house of the legislature. Florida Rule of Judicial Administration 2.420 governs public access to judicial branch records.<sup>37</sup> Lastly, ch. 119, F.S., the Public Records Act, provides requirements for public records held by executive agencies and constitutes the main body of public records laws.

The Public Records Act provides that all state, county, and municipal records are open for personal inspection and copying by any person. Each agency has a duty to provide access to public records.<sup>38</sup>

Section 119.011(12), F.S., defines “public records” to include:

[a]ll documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency.

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<sup>30</sup> CISA, *State and Local Cybersecurity Grant Program Fact Sheet Pass-through Requirements* (Aug. 12, 2025), <https://www.cisa.gov/resources-tools/resources/state-and-local-cybersecurity-grant-program-fact-sheet> (last visited Feb. 1, 2026).

<sup>31</sup> CISA, *State and Local Cybersecurity Grant Program Fact Sheet, Cost Share Requirements* (Aug. 12, 2025), <https://www.cisa.gov/resources-tools/resources/state-and-local-cybersecurity-grant-program-fact-sheet> (last visited Feb. 1, 2026).

<sup>32</sup> *Id.*

<sup>33</sup> Federal Emergency Management Agency, *State and Local Cybersecurity Grant Program Funding Allocations*, [https://www.fema.gov/grants/preparedness/state-local-cybersecurity-grant-program/funding\\_allocations](https://www.fema.gov/grants/preparedness/state-local-cybersecurity-grant-program/funding_allocations) (last visited Feb. 1, 2026).

<sup>34</sup> FLA. CONST. art. I, s. 24(a).

<sup>35</sup> *Id.* See also, *Sarasota Citizens for Responsible Gov't v. City of Sarasota*, 48 So. 3d 755, 762-763 (Fla. 2010).

<sup>36</sup> Chapter 119, F.S., does not apply to legislative or judicial records. See, *Locke v. Hawkes*, 595 So. 2d 32, 34 (Fla. 1992); see also *Times Pub. Co. v. Ake*, 660 So. 2d 255 (Fla. 1995).

<sup>37</sup> *State v. Wooten*, 260 So. 3d 1060 (Fla. 4<sup>th</sup> DCA 2018).

<sup>38</sup> Section 119.01(1), F.S.

The Florida Supreme Court has interpreted this definition to encompass all materials made or received by an agency in connection with official business which are used to “perpetuate, communicate, or formalize knowledge of some type.”<sup>39</sup>

The Florida Statutes specify conditions under which public access to governmental records must be provided. The Public Records Act guarantees every person’s right to inspect and copy any state or local government public record at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public record.<sup>40</sup> A violation of the Public Records Act may result in civil or criminal liability.<sup>41</sup>

Only the Legislature may create an exemption to public records requirements.<sup>42</sup> An exemption must be created by general law and must specifically state the public necessity justifying the exemption.<sup>43</sup> Further, the exemption must be no broader than necessary to accomplish the stated purpose of the law. A bill enacting an exemption may not contain other substantive provisions<sup>44</sup> and must pass by a two-thirds vote of the members present and voting in each house of the Legislature.<sup>45</sup>

When creating a public records exemption, the Legislature may provide that a record is “exempt” or “confidential and exempt.” There is a difference between records the Legislature has determined to be exempt from the Public Records Act and those which the Legislature has determined to be exempt from the Public Records Act *and confidential*.<sup>46</sup> Records designated as “confidential and exempt” are not subject to inspection by the public and may only be released under the circumstances defined by statute.<sup>47</sup> Records designated as “exempt” may be released at the discretion of the records custodian under certain circumstances.<sup>48</sup>

General exemptions from the public records requirements are typically contained in the Public Records Act.<sup>49</sup> Specific exemptions are often placed in the substantive statutes which relate to a particular agency or program.<sup>50</sup>

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<sup>39</sup> *Shevin v. Byron, Harless, Schaffer, Reid and Assoc. Inc.*, 379 So. 2d 633, 640 (Fla. 1980).

<sup>40</sup> Section 119.07(1)(a), F.S.

<sup>41</sup> Section 119.10, F.S. Public records laws are found throughout the Florida Statutes, as are the penalties for violating those laws.

<sup>42</sup> FLA. CONST. art. I, s. 24(c).

<sup>43</sup> *Id.*

<sup>44</sup> The bill may, however, contain multiple exemptions that relate to one subject.

<sup>45</sup> FLA. CONST. art. I, s. 24(c)

<sup>46</sup> *WFTV, Inc. v. The Sch. Bd. of Seminole County*, 874 So. 2d 48, 53 (Fla. 5<sup>th</sup> DCA 2004).

<sup>47</sup> *Id.*

<sup>48</sup> *Williams v. City of Minneola*, 575 So. 2d 683 (Fla. 5<sup>th</sup> DCA 1991).

<sup>49</sup> See, e.g., s.119.071(1)(a), F.S., exempting from public disclosure examination questions and answer sheets of exams administered by a governmental agency for the purpose of licensure.

<sup>50</sup> See, e.g., s. 213.053(2), F.S., exempting from public disclosure information received by the DOR, including investigative reports and information.

***Agency Cybersecurity Public Records Exemption, Section 119.0725, F.S.***

Section 119.0725(2), F.S., makes confidential and exempt from the public inspection and copying requirements the following cybersecurity-related information:<sup>51</sup>

- Coverage limits and deductible or self-insurance amounts of insurance or other risk mitigation coverages acquired for the protection of information technology (IT)<sup>52</sup> systems, operational technology<sup>53</sup> systems, or an agency’s data;
- Information relating to “critical infrastructure”, defined as existing and proposed IT and operational technology systems and assets (physical or virtual), the incapacity or destruction of which would negatively affect security, economic security, public health, or public safety;
- Cybersecurity<sup>54</sup> incident information (whether the incident was actual or merely threatened) reported by state agencies or local governments pursuant to ss. 282.318 and 282.3185, F.S.; and
- Network schematics; hardware and software configurations; encryption information; or information that identifies detection, investigation, or response practices for suspected or confirmed cybersecurity incidents, including suspected or confirmed breaches, if the disclosure of such information would facilitate unauthorized access to or unauthorized modification, disclosure, or destruction of:
  - Data<sup>55</sup> or information (physical or virtual); or
  - IT resources, which include an agency’s existing or proposed IT systems.

An agency *must* make this information available to a law enforcement agency, the Auditor General, the Cybercrime Office of the FDLE, the Florida Digital Service (FLDS), and—for agencies under the jurisdiction of the Governor—the Chief Inspector General. An agency *may* disclose the confidential and exempt information addressed in s. 119.0725, F.S., “in the furtherance of its official duties and responsibilities or to another agency or governmental entity in the furtherance of its statutory duties and responsibilities.”<sup>56</sup>

### **III. Effect of Proposed Changes:**

The bill creates the Local Government Cybersecurity Protection Program (program), which will be administered by the Florida Digital Service (FLDS). The grant program is intended to provide IT commodities and services to local governments in order to assist eligible local governments with the mitigation of and defense against cybersecurity threats, including ransomware incidents.

<sup>51</sup> Section 119.0725(2), F.S. This public records exemption was implemented in 2022, after s. 282.318, F.S., was passed, to better address ransomware incidents.

<sup>52</sup> “Information technology” is defined in s. 119.0725(1)(f), F.S., as “equipment, hardware, software, firmware, programs, systems, networks, infrastructure, media, and related material used to automatically, electronically, and wirelessly collect, receive, access, transmit, display, store, record, retrieve, analyze, evaluate, process, classify, manipulate, manage, assimilate, control, communicate, exchange, convert, converge, interface, switch, or disseminate information of any kind or form.”

<sup>53</sup> “Operational technology” is the hardware and software that causes or detects a change through the direct monitoring or control of physical devices, systems, processes, or events. Section 119.0725(1)(g), F.S.

<sup>54</sup> Section 119.0725(1)(c), F.S., defines “cybersecurity” as the protection afforded to an automated information system to attain the applicable objectives of preserving the confidentiality, integrity, and availability of data, information, and information technology resources.

<sup>55</sup> “Data” is the subset of structured information in a format that allows such information to be electronically retrieved and transmitted. Section 282.0041(9), F.S.

<sup>56</sup> Section 119.0725(5), F.S.

The FLDS will contract to procure such IT commodities and services on behalf of grant participants.

The FLDS must administer the grant based on objective eligibility and evaluation criteria and give preference to fiscally constrained counties. Florida has 29 fiscally constrained counties<sup>57</sup> as defined in s. 218.67(1), F.S.,—a county entirely within a rural area of opportunity (as designated by the Governor pursuant to s. 288.0656, F.S.), or each county for which the value of a mill of ad valorem taxes will raise no more than \$5 million in revenue.

The FLDS must enter into data-sharing agreements with local government grant participants as necessary to facilitate the collection, analysis, and exchange of security-related information to support the detection, prevention, and response to cybersecurity incidents consistent with s. 282.318, F.S.

The FLDS may use federal grants to further the program by awarding information technology (IT) commodities and services directly to local governments.

The bill takes effect July 1, 2026.

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

##### **B. Public Records/Open Meetings Issues:**

The bill requires local governments that participate in the grant program to enter into data-sharing agreements with the FLDS “as necessary” to facilitate the collection, analysis, and exchange of security-related information to support the detection, prevention, and response to cybersecurity incidents.

This information may be protected by s. 119.0725(2), F.S., which makes exempt the network schematics; hardware and software configurations; encryption information; or information that identifies detection, investigation, or response practices for suspected or confirmed cybersecurity incidents, including suspected or confirmed breaches, if the disclosure of such information would facilitate unauthorized access to or unauthorized modification, disclosure, or destruction of:

- Data<sup>58</sup> or information (physical or virtual); or
- IT resources, which include an agency’s existing or proposed IT systems.

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<sup>57</sup> Florida Department of Revenue, *Fiscally Constrained Counties*, [https://floridarevenue.com/property/Documents/fcc\\_map.pdf](https://floridarevenue.com/property/Documents/fcc_map.pdf) (last visited Feb. 5, 2026).

<sup>58</sup> “Data” is the subset of structured information in a format that allows such information to be electronically retrieved and transmitted. Section 282.0041(9), F.S.

However, if the “security-related information” required to be shared with the FLDS by this bill is not considered information that identifies detection, investigation, or response practices for suspected or confirmed cybersecurity incidents, then a separate public records exemption may be required to protect this information in the hands of FLDS.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

The bill requires the FLDS to administer the grant program based on objective eligibility and evaluation criteria. Neither the FLDS, nor the DMS, has specific authority to adopt such criteria by rule. This bill does not provide any such rulemaking authority.

The APA expressly states that statutory language delegating authority to executive agencies must be construed to extend no further than the powers and duties conferred by that statute.<sup>59</sup> Even when an agency is pursuing the policy objectives that underlie the statutory scheme it is charged with enforcing, the agency may not disregard or expand upon the terms of the statutes themselves.<sup>60</sup> Since administrative agency action is derived from legislative delegation, it follows that the legislature may oversee and alter that delegation.<sup>61</sup>

An invalid exercise of delegated legislative authority is an action that “goes beyond the powers, functions, and duties delegated by the Legislature.” A proposed or existing rule is an invalid exercise of delegated legislative authority if any of the following apply:<sup>62</sup>

- The agency materially failed to follow the applicable rulemaking process or requirements (generally outlined in s. 120.54, F.S.);
- The agency exceeded its grant of rulemaking authority;
- The rule enlarges, modifies, or contravenes the specific provisions of law implemented;
- The rule is vague, fails to establish adequate standards for agency decisions, or vests unbridled discretion in the agency;
- The rule is arbitrary or capricious; or
- The rule imposes regulatory costs on the regulated person, county, or city which could be reduced by the adoption of less costly alternatives that substantially accomplish the statutory objectives.

<sup>59</sup> Sections 120.52(8) and 120.536(1), F.S. *See also, Tampa Bay Downs, Inc. v. Dep’t of Bus. And Prof. Reg.*, 293 So. 3d 38 (Fla. 2d DCA 2020).

<sup>60</sup> *Tampa Bay Downs, Inc.*, 293 So. 3d 38.

<sup>61</sup> *City of Cape Coral v. GAC Utilities, Inc. of Fla.*, 281 So. 2d 493 (Fla. 1973).

<sup>62</sup> Section 120.52(8), F.S.

All rulemaking authority delegated to administrative agencies is limited by the statute that confers the power to do so.<sup>63</sup> Section 120.536, F.S., states clearly that “a grant of rulemaking authority is necessary but not sufficient to allow an agency to adopt a rule; a specific law to be implemented is also required.” Additionally, “[n]o agency shall have authority to adopt a rule only because it is reasonably related to the purpose of the enabling legislation [...] nor shall an agency have the authority to implement statutory provisions setting forth general legislative intent or policy.” Conversely, the legislature cannot delegate unbridled discretion to an agency.<sup>64</sup>

## V. Fiscal Impact Statement:

### A. Tax/Fee Issues:

None.

### B. Private Sector Impact:

If the FLDS purchases software or other IT commodities for the grant program from a vendor, then the vendor may benefit from funds that would not have otherwise been spent.

### C. Government Sector Impact:

The FLDS may see an increase in cost for the administration of the grant program and review of applications by local governments. This can likely be absorbed into existing resources.

## VI. Technical Deficiencies:

The bill awards grants to “local governments.” Section 282.3185, F.S., defines a “local government” as any county or municipality (which would include law enforcement run by those entities), but this definition does not extend to s. 282.31855, F.S., as created by this bill. The Legislature could either create the grant program under s. 282.3185, F.S., to adopt the definition of “local government;” or, in the alternative, create a definition of “local government” in s. 282.31855, F.S.

## VII. Related Issues:

In some instances, the cybersecurity commodities provided by the FLDS may not prove helpful to the local governments, either because they provide less security than programs and software the local governments currently use, or because of compatibility with other software and programs already procured by the local government. It is unclear at what point in the grant process the IT commodities and software that will be made available by the FLDS will be known.

<sup>63</sup> *Bd. of Trustees of Internal Imp. Trust Fund of Fla. v. Bd. of Prof. Land Surveyors*, 556 So. 2d 1358, 1360 (Fla. 1st DCA, 1990) (citing *Dep’t of Prof. Reg. v. Fla. Society of Prof. Land Surveyors*, 475 So. 2d 939, 942 (Fla. 1st DCA 1985)).

<sup>64</sup> Section 120.52(8)(d), F.S.

**VIII. Statutes Affected:**

This bill creates section 282.31855 of the Florida Statutes.

**IX. Additional Information:****A. Committee Substitute – Statement of Substantial Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**CS by Governmental Oversight and Accountability on February 11, 2026:**

- Removes the requirement that a local government must apply for and participate in the grant program.
- Makes optional, instead of required, that FLDS secure and administer federal grants to further the program.
- Requires the FLDS to enter into data-sharing agreements with local governments that participate in the grant program as necessary to facilitate the collection, analysis, and exchange of security-related information to support cybersecurity threat detection, prevention, and response.
- Requires the FLDS to determine grants based on objective eligibility and evaluation criteria.

**B. Amendments:**

None.



104076

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
02/11/2026	.	
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The Committee on Governmental Oversight and Accountability  
(Harrell) recommended the following:

**Senate Amendment (with title amendment)**

Delete everything after the enacting clause  
and insert:

Section 1. Section 282.31855, Florida Statutes, is created  
to read:

282.31855 Local Government Cybersecurity Protection  
Program.—

(1) The Local Government Cybersecurity Protection Program  
is created within the Florida Digital Service, to be



104076

11 administered by the Florida Digital Service. The purpose of the  
12 grant program is to assist eligible local governments in  
13 mitigating and defending against cybersecurity threats,  
14 including, but not limited to, ransomware incidents.

15 (2) Under the grant program, the Florida Digital Service  
16 shall enter into data-sharing agreements with local governments  
17 as necessary to facilitate the collection, analysis, and  
18 exchange of security-related information to support the  
19 detection, prevention, and response to cybersecurity incidents  
20 consistent with s. 282.318.

21 (3) (a) The Florida Digital Service shall administer the  
22 grant program based on objective eligibility and evaluation  
23 criteria to provide information technology commodities and  
24 services directly to local governments for the purpose of  
25 developing and enhancing cybersecurity risk management programs  
26 consistent with s. 282.3185.

27 (b) The Florida Digital Service shall contract for  
28 information technology commodities and services and shall award  
29 such commodities and services to local governments eligible  
30 under the grant program criteria.

31 (c) In awarding information technology commodities and  
32 services, the Florida Digital Service shall give preference to  
33 fiscally constrained counties as described in s. 218.67(1).

34 (d) Grants shall be awarded to eligible local governments  
35 by October 1 of each year.

36 (4) The Florida Digital Service may apply for and accept  
37 any funds or grants made available to it by any agency or  
38 department of the Federal Government to further the grant  
39 program.



104076

40 Section 2. This act shall take effect July 1, 2026.

41  
42 ===== T I T L E A M E N D M E N T =====

43 And the title is amended as follows:

44 Delete everything before the enacting clause  
45 and insert:

46 A bill to be entitled  
47 An act relating to local government cybersecurity;  
48 creating s. 282.31855, F.S.; creating the Local  
49 Government Cybersecurity Protection Program within the  
50 Florida Digital Service; requiring the grant program  
51 to be administered by the Florida Digital Service;  
52 providing the purpose of the grant program; requiring  
53 the Florida Digital Service to enter into certain  
54 data-sharing agreements with local governments for a  
55 specified purpose; requiring the Florida Digital  
56 Service to administer the grant program based on  
57 specified criteria to provide information technology  
58 commodities and services to local governments for a  
59 specified purpose; requiring the Florida Digital  
60 Service to contract for information technology  
61 commodities and services and award such commodities  
62 and services to local governments; establishing  
63 preference for certain counties under the grant  
64 program; requiring grants to be annually awarded by a  
65 certain date; authorizing the Florida Digital Service  
66 to apply for and accept certain funds or grants;  
67 providing an effective date.

By Senator Harrell

31-00943-26

2026576\_\_

A bill to be entitled

An act relating to local government cyber security; creating s. 282.31855, F.S.; creating the Local Government Cybersecurity Protection Program; providing the purpose of the program; requiring local governments to participate in the program and to apply to the Florida Digital Service to use cybersecurity programs and software; providing that such application must be made on a form prescribed by the Department of Management Services; establishing priority for certain counties under the program; requiring the Florida Digital Service through the department to secure and administer federal funds; authorizing the department to adopt rules; requiring that such rules encourage intergovernmental cooperation for a specified purpose; providing an effective date.

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

Section 1. Section 282.31855, Florida Statutes, is created to read:

282.31855 Local Government Cybersecurity Protection Program.—

(1) The Local Government Cybersecurity Protection Program is created within the department and shall be administered by the Florida Digital Service.

(2) The purpose of the program is to give local governments and law enforcement access to cybersecurity programs and software to protect against cybersecurity threats and ransomware

Page 1 of 2

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

31-00943-26

2026576\_\_

incidents.

(3) (a) Each local government shall participate in the program and shall apply to the Florida Digital Service to use cybersecurity programs and software. The application must be made on a form prescribed by the department.

(b) A fiscally constrained county as described in s. 218.67(1) shall be given priority in the program.

(4) The Florida Digital Service through the department shall secure and administer federal grants to further the program.

(5) The department may adopt rules to implement this section. The rules must encourage intergovernmental cooperation, collaboration, and information sharing to protect digital enterprise data.

Section 2. This act shall take effect July 1, 2026.

Page 2 of 2

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.



## THE FLORIDA SENATE

Tallahassee, Florida 32399-1100

**COMMITTEES:**  
Appropriations Committee on Higher  
Education, *Chair*  
Health Policy, *Vice Chair*  
Appropriations  
Appropriations Committee on Health  
and  
Human Services  
Children, Families, and Elder Affairs  
Education Postsecondary  
Environment and Natural Resources  
Rules

**SENATOR GAYLE HARRELL**  
31st District

December 10, 2025

Senator Debbie Mayfield, Chair  
Senate Committee on Government Oversight and Accountability  
330 Knott Building  
Tallahassee, FL 32399

Dear Chair Mayfield,

I respectfully request that SB 576 –Local Government Cyber Security, be placed on the next available agenda for the Committee on Government Oversight and Accountability.

Should you have any questions or concerns, please feel free to contact my office. Thank you in advance for your consideration.

Thank you,

A handwritten signature in blue ink that reads "Gayle".

Senator Gayle Harrell  
Senate District 31

Cc: Joe McVaney, Staff Director  
Tamra Redig, Committee Administrative Assistant

REPLY TO:

☐ 312 SE Denver Avenue, Stuart, Florida 34994 (772) 221-4019 FAX: (888) 263-7895  
☐ 404 Senate Building, 404 South Monroe Street, Tallahassee, Florida 32399-1100 (850) 487-5031

Senate's Website: [www.flsenate.gov](http://www.flsenate.gov)

**BEN ALBRITTON**  
President of the Senate

**JASON BRODEUR**  
President Pro Tempore

The Florida Senate

# APPEARANCE RECORD

576

2/11/2026

Meeting Date

Bill Number or Topic

Gov Oversight & Accountability

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name **Sam Wagoner**

Phone **850-701-3603**

Address **300 S Bronough St**

Email **swagoner@flcities.com**

Street

**TLH**

**FL**

**32301**

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

**Florida League of Cities**

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

*While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)*

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to  
Senate professional staff conducting the meeting

SB 576

Bill Number or Topic

2/11/26

Meeting Date

Gov Oversight

Committee

Amendment Barcode (if applicable)

Name Zach Hubbard

Phone 813 317 7766

Address 215 S Monroe St

Street

Email

Tallahassee

City

FL

State

32301

Zip

Speaking:  For  Against  Information

OR

Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

FLGISA

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

BILL: SB 830

INTRODUCER: Senator Leek

SUBJECT: Public Records/County Administrators and City Managers

DATE: February 10, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Tolmich</u>	<u>Fleming</u>	<u>CA</u>	<b>Favorable</b>
2.	<u>White</u>	<u>McVaney</u>	<u>GO</u>	<b>Favorable</b>
3.	_____	_____	<u>RC</u>	_____

---

**I. Summary:**

SB 830 creates a public records exemption for certain personal identifying and location information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers. Specifically, the bill exempts from public records inspection and copying requirements the home addresses, telephone numbers, and dates of birth of these personnel.

Additionally, the bill exempts from public records inspection and copying requirements the following personal information of the spouses and children of such personnel:

- Names, home addresses, telephone numbers, dates of birth, photographs, and places of employment of the spouses and children; and
- Names and locations of schools and day care facilities attended by the children.

The bill is subject to the Open Government Sunset Review Act and stands repealed on October 2, 2031, unless reviewed and saved from repeal through reenactment by the Legislature.

The bill provides a statement of public necessity as required by the State Constitution. The bill creates a new public records exemption; therefore, it requires a two-thirds vote of the members present and voting in each house of the Legislature for final passage.

Although the bill may increase the workload on state and local agencies relating to the redaction of the exempt information, the bill is not expected to impact state and local government revenues and expenditures.

The bill takes effect July 1, 2026.

## II. Present Situation:

### County Administrators

A county administrator is an appointee of the board of county commissioners (board) who serves as the administrative head of the county.<sup>1</sup> The county administrator is responsible for advising the board and does not hold separate governmental power.<sup>2</sup> County administrators are granted a variety of administrative powers to carry out, enforce, and report on the board's directives and policies.<sup>3</sup> Such powers include hiring, suspending, and removing county employees; providing the board with data or information concerning county government; and negotiating leases and contracts.<sup>4</sup> Furthermore, the county administrator prepares and submits annual operating and capital budgets to the board for consideration and adoption, establishes budgetary procedures, and submits annual financial reports and recommendations to the board.<sup>5</sup>

### City Managers

City councils or commissions may appoint a city manager to serve as the chief administrative officer of the city.<sup>6</sup> City managers are responsible for overseeing the day-to-day operations and providing direction for all city departments.<sup>7</sup> City managers also prepare annual budgets and submit annual reports on the finances and administrative activities of the city.<sup>8</sup> Other responsibilities of a city manager may include enforcement of rules, regulations, and policies and the management and monitoring of contracts.<sup>9</sup>

### Access to Public Records – Generally

The State Constitution provides that the public has the right to inspect or copy records made or received in connection with official governmental business.<sup>10</sup> The right to inspect or copy applies to the official business of any public body, officer, or employee of the state, including all three branches of state government, local governmental entities, and any person acting on behalf of the government.<sup>11</sup>

Additional requirements and exemptions related to public records are found in various statutes and rules, depending on the branch of government involved. For instance, s. 11.0431, F.S., provides public access requirements for legislative records. Relevant exemptions are codified in

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<sup>1</sup> Section 125.73, F.S.

<sup>2</sup> Section 125.74(2), F.S.

<sup>3</sup> Section 125.74(1), F.S.

<sup>4</sup> *Id.*

<sup>5</sup> *Id.*

<sup>6</sup> See e.g., City of Brooksville, *City Manager*, available at <https://www.cityofbrooksville.us/194/City-Manager> (last visited January 14, 2026).

<sup>7</sup> See e.g., City of Fort Myers, *City Manager*, available at <https://www.fortmyers.gov/1169/City-Manager> (last visited January 14, 2026).

<sup>8</sup> See e.g., Polk City, *City Manager Responsibilities*, available at <https://www.mypolkcity.org/city-manager> (last visited January 14, 2026).

<sup>9</sup> See e.g., City of Newberry, *City Manager*, available at <https://www.newberryfl.gov/cm> (last visited January 16, 2026).

<sup>10</sup> Article I, s. 24(a), FLA CONST.

<sup>11</sup> *Id.*

s. 11.0431(2)-(3), F.S., and adopted in the rules of each house of the legislature.<sup>12</sup> Florida Rule of Judicial Administration 2.420 governs public access to judicial branch records.<sup>13</sup> Lastly, ch. 119, F.S., known as the Public Records Act, provides requirements for public records held by agencies.

### **Executive Agency Records – The Public Records Act**

The Public Records Act provides that all state, county, and municipal records are open for personal inspection and copying by any person, and that providing access to public records is a duty of each agency.<sup>14</sup>

Section 119.011(12), F.S., defines “public records” to include:

All documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency.

The Florida Supreme Court has interpreted this definition to encompass all materials made or received by an agency in connection with official business that are used to “perpetuate, communicate, or formalize knowledge of some type.”<sup>15</sup>

The Florida Statutes specify conditions under which public access to public records must be provided. The Public Records Act guarantees every person’s right to inspect and copy any public record at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public record.<sup>16</sup> A violation of the Public Records Act may result in civil or criminal liability.<sup>17</sup>

The Legislature may exempt public records from public access requirements by passing a general law by a two-thirds vote of both the House and the Senate.<sup>18</sup> The exemption must state with specificity the public necessity justifying the exemption and must be no broader than necessary to accomplish the stated purpose of the exemption.<sup>19</sup>

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<sup>12</sup> See Rule 1.48, *Rules and Manual of the Florida Senate*, (2024-2026) and Rules 14.1 and 14.2, *Rules of the Florida House of Representatives*, Edition 1, (2024-2026).

<sup>13</sup> *State v. Wooten*, 260 So. 3d 1060 (Fla. 4<sup>th</sup> DCA 2018).

<sup>14</sup> Section 119.01(1), F.S. Section 119.011(2), F.S., defines “agency” as any state, county, district, authority, or municipal officer, department, division, board, bureau, commission, or other separate unit of government created or established by law including, for purposes of this chapter, the Commission on Ethics, the Public Service Commission, and the Office of Public Counsel, and any other public or private agency, person, partnership, corporation, or business entity acting on behalf of any public agency.

<sup>15</sup> *Shevin v. Byron, Schaffer, Reid and Assoc., Inc.*, 379 So. 2d 633, 640 (Fla. 1980).

<sup>16</sup> Section 119.07(1)(a), F.S.

<sup>17</sup> Section 119.10, F.S. Public record laws are found throughout the Florida Statutes, as are the penalties for violating those laws.

<sup>18</sup> Article I, s. 24(c), FLA CONST.

<sup>19</sup> *Id.*

General exemptions from public record requirements are contained in the Public Records Act.<sup>20</sup> Specific exemptions often are placed in the substantive statutes relating to a particular agency or program.<sup>21</sup>

When creating a public record exemption, the Legislature may provide that a record is “exempt” or “confidential and exempt.” There is a difference between records the Legislature has determined to be exempt from the Public Records Act and those which the Legislature has determined to be exempt from the Public Records Act *and confidential*.<sup>22</sup> Records designated as “confidential and exempt” are not subject to inspection by the public and may only be released under the circumstances defined by statute.<sup>23</sup> Records designated as “exempt” may be released at the discretion of the records custodian under certain circumstances.<sup>24</sup>

### **Public Record Exemptions for Specified Personnel and their Families (s. 119.071(4)(d), F.S.)**

Provisions in s. 119.071(4)(d), F.S., exempt from public records inspection and copying requirements the personal information of specific government employees when held by government agencies. In paragraph (d), the term “home addresses” is defined as the dwelling location at which an individual resides and includes the physical address, mailing address, street address, parcel identification number, plot identification number, legal property description, neighborhood name and lot number, GPS coordinates, and any other descriptive property information that may reveal the home address. Additionally, the term “telephone numbers” is defined to include home telephone numbers, personal cellular telephone numbers, personal pager telephone numbers, and telephone numbers associated with personal communications devices.

Section 119.071(4)(d)2., F.S., generally exempts from public records inspection and copying requirements the home addresses, dates of birth, and telephone numbers of specified public employees and their spouses and children. Additionally exempted, typically, are the spouse’s place of work as well as the name and location of any schools or day care facilities of the public employee’s children, if any. These public employees include, in relevant part:

- Active or former sworn or civilian law enforcement personnel employed by a law enforcement agency;<sup>25</sup>
- Certain current or former nonsworn investigative personnel of the Department of Financial Services;<sup>26</sup>
- Certain current or former nonsworn investigative personnel of the Office of Financial Regulation’s Bureau of Financial Investigations;<sup>27</sup>
- Current or former certified firefighters;<sup>28</sup>

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<sup>20</sup> See s. 119.071, F.S.

<sup>21</sup> See, e.g., s. 213.053(2)(a), F.S. (exempting from public disclosure information contained in tax returns received by the Department of Revenue).

<sup>22</sup> *WFTV, Inc. v. The Sch. Bd. Of Seminole County*, 874 So. 2d 48, 53 (Fla. 5<sup>th</sup> DCA 2004).

<sup>23</sup> *Id.*

<sup>24</sup> *Williams v. City of Minneola*, 575 So. 2d 683 (Fla. 5<sup>th</sup> DCA 1991).

<sup>25</sup> Section 119.071(4)(d)2.a., F.S.

<sup>26</sup> Section 119.071(4)(d)2.b., F.S.

<sup>27</sup> Section 119.071(4)(d)2.c., F.S.

<sup>28</sup> Section 119.071(4)(d)2.d., F.S.

- Current or former justices of the Supreme Court, district court of appeal judges, circuit court judges, and county court judges and current judicial assistants;<sup>29</sup>
- Current or former state attorneys, assistant state attorneys, statewide prosecutors, and assistant statewide prosecutors;<sup>30</sup>
- Current or former code enforcement officers;<sup>31</sup>
- Current or former guardians ad litem;<sup>32</sup>
- Current or former public defenders, assistant public defenders, criminal conflict and civil regional counsel, and assistant criminal conflict and civil regional counsel;<sup>33</sup>
- Current or former investigators or inspectors of the Department of Business and Professional Regulation;<sup>34</sup>
- County tax collectors;<sup>35</sup>
- Current or former certified emergency medical technicians and paramedics;<sup>36</sup>
- Current or former directors, managers, supervisors, nurses, and clinical employees of an addiction treatment facility;<sup>37</sup>
- Current or former directors, managers, supervisors, and clinical employees of certain child advocacy centers;<sup>38</sup> and
- Current or former staff of domestic violence centers, including domestic violence advocates.<sup>39</sup>

Records that include exempt information about the above-specified personnel and their spouses and children (minor or adult) may be held by, among others, their employing agency, clerks of court and comptrollers, county tax collectors and property appraisers, school districts, and law enforcement agencies. County property appraisers<sup>40</sup> and county tax collectors<sup>41</sup> holding exempted information need only remove the name of an individual with exempt status and the instrument number or Official Records book and page number identifying the property with the exemption status from all publicly available records. County property appraisers and county tax collectors may not remove the street address, legal description, or other information identifying real property so long as the name or personal information otherwise exempt is not associated with the property or otherwise displayed in the public records.<sup>42</sup>

The personnel, their spouses or children, or their employing agency claiming an exemption under s. 119.071(4)(d)2., F.S., must affirmatively assert the right to the exemption by submitting a written and notarized request to each non-employer agency that holds the employee's or their spouse or child's information. The individual or entity asserting the exemption must provide,

<sup>29</sup> Section 119.071(4)(d)2.e., F.S.

<sup>30</sup> Section 119.071(4)(d)2.f., F.S.

<sup>31</sup> Section 119.071(4)(d)2.i., F.S.

<sup>32</sup> Section 119.071(4)(d)2.j., F.S.

<sup>33</sup> Section 119.071(4)(d)2.l., F.S.

<sup>34</sup> Section 119.071(4)(d)2.m., F.S.

<sup>35</sup> Section 119.071(4)(d)2.n., F.S.

<sup>36</sup> Section 119.071(4)(d)2.q., F.S.

<sup>37</sup> Section 119.071(4)(d)2.s., F.S.

<sup>38</sup> Section 119.071(4)(d)2.t., F.S.

<sup>39</sup> Section 119.071(4)(d)2.u., F.S.

<sup>40</sup> See s. 192.001(3), F.S.

<sup>41</sup> See s. 192.001(4), F.S.

<sup>42</sup> Section 119.071(4)(d)4., F.S.

under oath, the statutory basis for the individual's exemption and confirm the individual's status as a party eligible for exempt status.<sup>43</sup>

These exemptions under s. 119.071(4)(d)2., F.S., have retroactive application, applying to information held by an agency before, on, or after the effective date of the exemption.<sup>44</sup> Home addresses, however, are no longer exempt in the Official Records if the protected party no longer resides at the dwelling<sup>45</sup> or upon his or her death.<sup>46</sup>

### **Open Government Sunset Review Act**

The provisions of s. 119.15, F.S., known as the Open Government Sunset Review Act<sup>47</sup> (the Act), prescribe a legislative review process for newly created or substantially amended<sup>48</sup> public record or open meeting exemptions, with specified exceptions.<sup>49</sup> The Act requires the repeal of such exemption on October 2 of the fifth year after its creation or substantial amendment, unless the Legislature reenacts the exemption.<sup>50</sup>

The Act provides that a public record or open meeting exemption may be created and maintained only if it serves an identifiable public purpose and is no broader than is necessary.<sup>51</sup> An exemption serves an identifiable purpose if the Legislature finds that the purpose of the exemption outweighs open government policy and cannot be accomplished without the exemption and it meets one of the following purposes:

- It allows the state or its political subdivisions to effectively and efficiently administer a governmental program, and administration would be significantly impaired without the exemption;<sup>52</sup>
- It protects sensitive, personal information, the release of which would be defamatory, cause unwarranted damage to the good name or reputation of the individual, or would jeopardize the individual's safety. If this public purpose is cited as the basis of an exemption, however, only personal identifying information is kept exempt;<sup>53</sup> or
- It protects information of a confidential nature concerning entities, such as trade or business secrets.<sup>54</sup>

<sup>43</sup> Section 119.071(4)(d)3., F.S.

<sup>44</sup> Section 119.071(4)(d)6., F.S.

<sup>45</sup> The protected individual must submit a notarized, written request to release the removed information. Section 119.071(4)(d)8., F.S.

<sup>46</sup> A certified copy of a death certificate or court order must be presented with a notarized request to release the information to remove the exemption. Section 119.071(4)(d)9., F.S. Note, the Clerk is also called the "county recorder." *See* s. 28.222(2), F.S.

<sup>47</sup> Section 119.15, F.S.

<sup>48</sup> An exemption is considered to be substantially amended if it is expanded to include more records or information or to include meetings as well as records. Section 119.15(4)(b), F.S.

<sup>49</sup> Section 119.15(2)(a) and (b), F.S., provides that exemptions required by federal law or applicable solely to the Legislature or the State Court System are not subject to the Open Government Sunset Review Act.

<sup>50</sup> Section 119.15(3), F.S.

<sup>51</sup> Section 119.15(6)(b), F.S.

<sup>52</sup> Section 119.15(6)(b)1., F.S.

<sup>53</sup> Section 119.15(6)(b)2., F.S.

<sup>54</sup> Section 119.15(6)(b)3., F.S.

The Act also requires specified questions to be considered during the review process.<sup>55</sup> In examining an exemption, the Act directs the Legislature to question the purpose and necessity of reenacting the exemption.

If the exemption is continued and expanded, then a public necessity statement and a two-thirds vote for passage are required.<sup>56</sup> If the exemption is continued without substantive changes or if the exemption is continued and narrowed, then a public necessity statement and a two-thirds vote for passage are *not* required. If the Legislature allows an exemption to expire, the previously exempt records will remain exempt unless otherwise provided by law.<sup>57</sup>

### III. Effect of Proposed Changes:

The bill exempts from public records inspection and copying requirements certain personal identifying and location information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers. Specifically, the bill exempts the home addresses, telephone numbers, and dates of birth of these personnel from public records inspection and copying requirements.

Additionally, the bill exempts from public records inspection and copying requirements the following personal information of the spouses and children of such personnel:

- Names, home addresses, telephone numbers, dates of birth, photographs, and places of employment of the spouses and children; and
- Names and locations of schools and day care facilities attended by the children.

The bill provides a public necessity statement as required by the State Constitution. The statement provides that responsibilities of the identified personnel may include making decisions and determination that may upset members of the public and may incur the ill will of those residents. As a result, the identified personnel and their spouses and children may become targets for revenge and the release of the information protected in the bill could seriously jeopardize the safety of the identified personnel and their spouses and families.

The bill is subject to the Open Government Sunset Review Act and stands repealed on October 2, 2031, unless reviewed and saved from repeal through reenactment by the Legislature.

The bill takes effect July 1, 2026.

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<sup>55</sup> Section 119.15(6)(a), F.S. The specified questions are:

- What specific records or meetings are affected by the exemption?
- Whom does the exemption uniquely affect, as opposed to the general public?
- What is the identifiable public purpose or goal of the exemption?
- Can the information contained in the records or discussed in the meeting be readily obtained by alternative means? If so, how?
- Is the record or meeting protected by another exemption?
- Are there multiple exemptions for the same type of record or meeting that it would be appropriate to merge?

<sup>56</sup> See generally s. 119.15, F.S.

<sup>57</sup> Section 119.15(7), F.S.

**IV. Constitutional Issues:****A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not appear to require cities and counties to expend funds or limit their authority to raise revenue or receive state-shared revenues as specified by article VII, section 18 of the State Constitution.

**B. Public Records/Open Meetings Issues:****Vote Requirement**

Article I, section 24(c) of the State Constitution requires a two-thirds vote of the members present and voting for final passage of a bill creating or expanding an exemption to the public records disclosure requirements. The bill enacts a new exemption for the personal identifying and location information of current county administrators and city managers and their spouses and children; thus, the bill requires a two-thirds vote to be enacted.

**Public Necessity Statement**

Article I, section 24(c) of the State Constitution requires a bill creating or expanding an exemption to the public record disclosure requirements to state with specificity the public necessity justifying the exemption. Section 2 of the bill contains a statement of public necessity for the exemption, which provides that it is necessary to exempt the identifying and location information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers and their spouses and children from public disclosure requirements in order to protect such individuals from becoming victims of fraud and to prevent the release of sensitive personal, financial, medical, or familial information, which could cause great financial or professional harm to the individual. It further provides that current county administrators and city managers may make decisions and determinations that upset members of the public and may incur the ill will of those residents, making such individuals and their spouses and children targets for acts of revenge. Therefore, if such identifying and location information is released, the safety of current county administrators and city managers and their spouses and children could be seriously jeopardized.

**Breadth of Exemption**

Article I, section 24(c) of the State Constitution requires an exemption from public record requirements to be no broader than necessary to accomplish the stated purpose of the law. The stated purpose of the law is to protect the safety and the sensitive personal, financial, medical, and familial information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers, as well as their spouses and children. The bill exempts only certain personal identifying information from public disclosure requirements, consistent

with other exemptions in current law. The exemption does not appear to be broader than necessary to accomplish the purpose of the law.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

The private sector may be subject to the cost associated with an agency's review and redactions of exempt records in response to a public records request.

C. Government Sector Impact:

The bill may minimally increase the workload of local governments holding records that contain the exempt information. This workload is associated with redacting the exempt information prior to releasing a record. However, the workload should be absorbed as part of the day-to-day responsibilities.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends section 119.071 of the Florida Statutes.

**IX. Additional Information:**

- A. **Committee Substitute – Statement of Changes:**  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

- B. **Amendments:**

None.

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This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.

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By Senator Leek

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A bill to be entitled

An act relating to public records; amending s. 119.071, F.S.; providing an exemption from public records requirements for the personal identifying and location information of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers, including the names and personal identifying and location information of the spouses and children of current county administrators, deputy county administrators, assistant county administrators, city managers, deputy city managers, and assistant city managers; providing for future legislative review and repeal; providing for retroactive application; providing a statement of public necessity; providing an effective date.

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

Section 1. Paragraph (d) of subsection (4) of section 119.071, Florida Statutes, is amended to read:

119.071 General exemptions from inspection or copying of public records.—

(4) AGENCY PERSONNEL INFORMATION.—

(d)1. For purposes of this paragraph, the term:

a. "Home addresses" means the dwelling location at which an individual resides and includes the physical address, mailing address, street address, parcel identification number, plot identification number, legal property description, neighborhood

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name and lot number, GPS coordinates, and any other descriptive property information that may reveal the home address.

b. "Judicial assistant" means a court employee assigned to the following class codes: 8140, 8150, 8310, and 8320.

c. "Telephone numbers" includes home telephone numbers, personal cellular telephone numbers, personal pager telephone numbers, and telephone numbers associated with personal communications devices.

2.a. The home addresses, telephone numbers, dates of birth, and photographs of active or former sworn law enforcement personnel or of active or former civilian personnel employed by a law enforcement agency, including correctional and correctional probation officers, personnel of the Department of Children and Families whose duties include the investigation of abuse, neglect, exploitation, fraud, theft, or other criminal activities, personnel of the Department of Health whose duties are to support the investigation of child abuse or neglect, and personnel of the Department of Revenue or local governments whose responsibilities include revenue collection and enforcement or child support enforcement; the names, home addresses, telephone numbers, photographs, dates of birth, and places of employment of the spouses and children of such personnel; and the names and locations of schools and day care facilities attended by the children of such personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of the State Constitution.

b. The home addresses, telephone numbers, dates of birth, and photographs of current or former nonsworn investigative personnel of the Department of Financial Services whose duties

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 59 include the investigation of fraud, theft, workers' compensation  
 60 coverage requirements and compliance, other related criminal  
 61 activities, or state regulatory requirement violations; the  
 62 names, home addresses, telephone numbers, dates of birth, and  
 63 places of employment of the spouses and children of such  
 64 personnel; and the names and locations of schools and day care  
 65 facilities attended by the children of such personnel are exempt  
 66 from s. 119.07(1) and s. 24(a), Art. I of the State  
 67 Constitution.

68 c. The home addresses, telephone numbers, dates of birth,  
 69 and photographs of current or former nonsworn investigative  
 70 personnel of the Office of Financial Regulation's Bureau of  
 71 Financial Investigations whose duties include the investigation  
 72 of fraud, theft, other related criminal activities, or state  
 73 regulatory requirement violations; the names, home addresses,  
 74 telephone numbers, dates of birth, and places of employment of  
 75 the spouses and children of such personnel; and the names and  
 76 locations of schools and day care facilities attended by the  
 77 children of such personnel are exempt from s. 119.07(1) and s.  
 78 24(a), Art. I of the State Constitution.

79 d. The home addresses, telephone numbers, dates of birth,  
 80 and photographs of current or former firefighters certified in  
 81 compliance with s. 633.408; the names, home addresses, telephone  
 82 numbers, photographs, dates of birth, and places of employment  
 83 of the spouses and children of such firefighters; and the names  
 84 and locations of schools and day care facilities attended by the  
 85 children of such firefighters are exempt from s. 119.07(1) and  
 86 s. 24(a), Art. I of the State Constitution.

87 e. The home addresses, dates of birth, and telephone

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 88 numbers of current or former justices of the Supreme Court,  
 89 district court of appeal judges, circuit court judges, and  
 90 county court judges and current judicial assistants; the names,  
 91 home addresses, telephone numbers, dates of birth, and places of  
 92 employment of the spouses and children of current or former  
 93 justices and judges and current judicial assistants; and the  
 94 names and locations of schools and day care facilities attended  
 95 by the children of current or former justices and judges and of  
 96 current judicial assistants are exempt from s. 119.07(1) and s.  
 97 24(a), Art. I of the State Constitution. This sub-subparagraph  
 98 is subject to the Open Government Sunset Review Act in  
 99 accordance with s. 119.15 and shall stand repealed on October 2,  
 100 2028, unless reviewed and saved from repeal through reenactment  
 101 by the Legislature.

102 f. The home addresses, telephone numbers, dates of birth,  
 103 and photographs of current or former state attorneys, assistant  
 104 state attorneys, statewide prosecutors, or assistant statewide  
 105 prosecutors; the names, home addresses, telephone numbers,  
 106 photographs, dates of birth, and places of employment of the  
 107 spouses and children of current or former state attorneys,  
 108 assistant state attorneys, statewide prosecutors, or assistant  
 109 statewide prosecutors; and the names and locations of schools  
 110 and day care facilities attended by the children of current or  
 111 former state attorneys, assistant state attorneys, statewide  
 112 prosecutors, or assistant statewide prosecutors are exempt from  
 113 s. 119.07(1) and s. 24(a), Art. I of the State Constitution.

114 g. The home addresses, dates of birth, and telephone  
 115 numbers of general magistrates, special magistrates, judges of  
 116 compensation claims, administrative law judges of the Division

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117 of Administrative Hearings, and child support enforcement  
 118 hearing officers; the names, home addresses, telephone numbers,  
 119 dates of birth, and places of employment of the spouses and  
 120 children of general magistrates, special magistrates, judges of  
 121 compensation claims, administrative law judges of the Division  
 122 of Administrative Hearings, and child support enforcement  
 123 hearing officers; and the names and locations of schools and day  
 124 care facilities attended by the children of general magistrates,  
 125 special magistrates, judges of compensation claims,  
 126 administrative law judges of the Division of Administrative  
 127 Hearings, and child support enforcement hearing officers are  
 128 exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 129 Constitution.

130 h. The home addresses, telephone numbers, dates of birth,  
 131 and photographs of current or former human resource, labor  
 132 relations, or employee relations directors, assistant directors,  
 133 managers, or assistant managers of any local government agency  
 134 or water management district whose duties include hiring and  
 135 firing employees, labor contract negotiation, administration, or  
 136 other personnel-related duties; the names, home addresses,  
 137 telephone numbers, dates of birth, and places of employment of  
 138 the spouses and children of such personnel; and the names and  
 139 locations of schools and day care facilities attended by the  
 140 children of such personnel are exempt from s. 119.07(1) and s.  
 141 24(a), Art. I of the State Constitution.

142 i. The home addresses, telephone numbers, dates of birth,  
 143 and photographs of current or former code enforcement officers;  
 144 the names, home addresses, telephone numbers, dates of birth,  
 145 and places of employment of the spouses and children of such

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146 personnel; and the names and locations of schools and day care  
 147 facilities attended by the children of such personnel are exempt  
 148 from s. 119.07(1) and s. 24(a), Art. I of the State  
 149 Constitution.

150 j. The home addresses, telephone numbers, places of  
 151 employment, dates of birth, and photographs of current or former  
 152 guardians ad litem, as defined in s. 39.01; the names, home  
 153 addresses, telephone numbers, dates of birth, and places of  
 154 employment of the spouses and children of such persons; and the  
 155 names and locations of schools and day care facilities attended  
 156 by the children of such persons are exempt from s. 119.07(1) and  
 157 s. 24(a), Art. I of the State Constitution.

158 k. The home addresses, telephone numbers, dates of birth,  
 159 and photographs of current or former juvenile probation  
 160 officers, juvenile probation supervisors, detention  
 161 superintendents, assistant detention superintendents, juvenile  
 162 justice detention officers I and II, juvenile justice detention  
 163 officer supervisors, juvenile justice residential officers,  
 164 juvenile justice residential officer supervisors I and II,  
 165 juvenile justice counselors, juvenile justice counselor  
 166 supervisors, human services counselor administrators, senior  
 167 human services counselor administrators, rehabilitation  
 168 therapists, and social services counselors of the Department of  
 169 Juvenile Justice; the names, home addresses, telephone numbers,  
 170 dates of birth, and places of employment of spouses and children  
 171 of such personnel; and the names and locations of schools and  
 172 day care facilities attended by the children of such personnel  
 173 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 174 Constitution.

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175 1. The home addresses, telephone numbers, dates of birth,  
 176 and photographs of current or former public defenders, assistant  
 177 public defenders, criminal conflict and civil regional counsel,  
 178 and assistant criminal conflict and civil regional counsel; the  
 179 names, home addresses, telephone numbers, dates of birth, and  
 180 places of employment of the spouses and children of current or  
 181 former public defenders, assistant public defenders, criminal  
 182 conflict and civil regional counsel, and assistant criminal  
 183 conflict and civil regional counsel; and the names and locations  
 184 of schools and day care facilities attended by the children of  
 185 current or former public defenders, assistant public defenders,  
 186 criminal conflict and civil regional counsel, and assistant  
 187 criminal conflict and civil regional counsel are exempt from s.  
 188 119.07(1) and s. 24(a), Art. I of the State Constitution.

189 m. The home addresses, telephone numbers, dates of birth,  
 190 and photographs of current or former investigators or inspectors  
 191 of the Department of Business and Professional Regulation; the  
 192 names, home addresses, telephone numbers, dates of birth, and  
 193 places of employment of the spouses and children of such current  
 194 or former investigators and inspectors; and the names and  
 195 locations of schools and day care facilities attended by the  
 196 children of such current or former investigators and inspectors  
 197 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 198 Constitution.

199 n. The home addresses, telephone numbers, and dates of  
 200 birth of county tax collectors; the names, home addresses,  
 201 telephone numbers, dates of birth, and places of employment of  
 202 the spouses and children of such tax collectors; and the names  
 203 and locations of schools and day care facilities attended by the

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204 children of such tax collectors are exempt from s. 119.07(1) and  
 205 s. 24(a), Art. I of the State Constitution.

206 o. The home addresses, telephone numbers, dates of birth,  
 207 and photographs of current or former personnel of the Department  
 208 of Health whose duties include, or result in, the determination  
 209 or adjudication of eligibility for social security disability  
 210 benefits, the investigation or prosecution of complaints filed  
 211 against health care practitioners, or the inspection of health  
 212 care practitioners or health care facilities licensed by the  
 213 Department of Health; the names, home addresses, telephone  
 214 numbers, dates of birth, and places of employment of the spouses  
 215 and children of such personnel; and the names and locations of  
 216 schools and day care facilities attended by the children of such  
 217 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of  
 218 the State Constitution.

219 p. The home addresses, telephone numbers, dates of birth,  
 220 and photographs of current or former impaired practitioner  
 221 consultants who are retained by an agency or current or former  
 222 employees of an impaired practitioner consultant whose duties  
 223 result in a determination of a person's skill and safety to  
 224 practice a licensed profession; the names, home addresses,  
 225 telephone numbers, dates of birth, and places of employment of  
 226 the spouses and children of such consultants or their employees;  
 227 and the names and locations of schools and day care facilities  
 228 attended by the children of such consultants or employees are  
 229 exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 230 Constitution.

231 q. The home addresses, telephone numbers, dates of birth,  
 232 and photographs of current or former emergency medical

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233 technicians or paramedics certified under chapter 401; the  
 234 names, home addresses, telephone numbers, dates of birth, and  
 235 places of employment of the spouses and children of such  
 236 emergency medical technicians or paramedics; and the names and  
 237 locations of schools and day care facilities attended by the  
 238 children of such emergency medical technicians or paramedics are  
 239 exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 240 Constitution.

241 r. The home addresses, telephone numbers, dates of birth,  
 242 and photographs of current or former personnel employed in an  
 243 agency's office of inspector general or internal audit  
 244 department whose duties include auditing or investigating waste,  
 245 fraud, abuse, theft, exploitation, or other activities that  
 246 could lead to criminal prosecution or administrative discipline;  
 247 the names, home addresses, telephone numbers, dates of birth,  
 248 and places of employment of spouses and children of such  
 249 personnel; and the names and locations of schools and day care  
 250 facilities attended by the children of such personnel are exempt  
 251 from s. 119.07(1) and s. 24(a), Art. I of the State  
 252 Constitution.

253 s. The home addresses, telephone numbers, dates of birth,  
 254 and photographs of current or former directors, managers,  
 255 supervisors, nurses, and clinical employees of an addiction  
 256 treatment facility; the home addresses, telephone numbers,  
 257 photographs, dates of birth, and places of employment of the  
 258 spouses and children of such personnel; and the names and  
 259 locations of schools and day care facilities attended by the  
 260 children of such personnel are exempt from s. 119.07(1) and s.  
 261 24(a), Art. I of the State Constitution. For purposes of this

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262 sub-subparagraph, the term "addiction treatment facility" means  
 263 a county government, or agency thereof, that is licensed  
 264 pursuant to s. 397.401 and provides substance abuse prevention,  
 265 intervention, or clinical treatment, including any licensed  
 266 service component described in s. 397.311(27).

267 t. The home addresses, telephone numbers, dates of birth,  
 268 and photographs of current or former directors, managers,  
 269 supervisors, and clinical employees of a child advocacy center  
 270 that meets the standards of s. 39.3035(2) and fulfills the  
 271 screening requirement of s. 39.3035(3), and the members of a  
 272 Child Protection Team as described in s. 39.303 whose duties  
 273 include supporting the investigation of child abuse or sexual  
 274 abuse, child abandonment, child neglect, and child exploitation  
 275 or to provide services as part of a multidisciplinary case  
 276 review team; the names, home addresses, telephone numbers,  
 277 photographs, dates of birth, and places of employment of the  
 278 spouses and children of such personnel and members; and the  
 279 names and locations of schools and day care facilities attended  
 280 by the children of such personnel and members are exempt from s.  
 281 119.07(1) and s. 24(a), Art. I of the State Constitution.

282 u. The home addresses, telephone numbers, places of  
 283 employment, dates of birth, and photographs of current or former  
 284 staff and domestic violence advocates, as defined in s.  
 285 90.5036(1)(b), of domestic violence centers certified by the  
 286 Department of Children and Families under chapter 39; the names,  
 287 home addresses, telephone numbers, places of employment, dates  
 288 of birth, and photographs of the spouses and children of such  
 289 personnel; and the names and locations of schools and day care  
 290 facilities attended by the children of such personnel are exempt

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291 from s. 119.07(1) and s. 24(a), Art. I of the State  
292 Constitution.

293 v. The home addresses, telephone numbers, dates of birth,  
294 and photographs of current or former inspectors or investigators  
295 of the Department of Agriculture and Consumer Services; the  
296 names, home addresses, telephone numbers, dates of birth, and  
297 places of employment of the spouses and children of current or  
298 former inspectors or investigators; and the names and locations  
299 of schools and day care facilities attended by the children of  
300 current or former inspectors or investigators are exempt from s.  
301 119.07(1) and s. 24(a), Art. I of the State Constitution. This  
302 sub-subparagraph is subject to the Open Government Sunset Review  
303 Act in accordance with s. 119.15 and shall stand repealed on  
304 October 2, 2028, unless reviewed and saved from repeal through  
305 reenactment by the Legislature.

306 w. The home addresses, telephone numbers, dates of birth,  
307 and photographs of current county attorneys, assistant county  
308 attorneys, deputy county attorneys, city attorneys, assistant  
309 city attorneys, and deputy city attorneys; the names, home  
310 addresses, telephone numbers, photographs, dates of birth, and  
311 places of employment of the spouses and children of current  
312 county attorneys, assistant county attorneys, deputy county  
313 attorneys, city attorneys, assistant city attorneys, and deputy  
314 city attorneys; and the names and locations of schools and day  
315 care facilities attended by the children of current county  
316 attorneys, assistant county attorneys, deputy county attorneys,  
317 city attorneys, assistant city attorneys, and deputy city  
318 attorneys are exempt from s. 119.07(1) and s. 24(a), Art. I of  
319 the State Constitution. This exemption does not apply to a

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320 county attorney, assistant county attorney, deputy county  
321 attorney, city attorney, assistant city attorney, or deputy city  
322 attorney who qualifies as a candidate for election to public  
323 office. This sub-subparagraph is subject to the Open Government  
324 Sunset Review Act in accordance with s. 119.15 and shall stand  
325 repealed on October 2, 2029, unless reviewed and saved from  
326 repeal through reenactment by the Legislature.

327 x. The home addresses, telephone numbers, dates of birth,  
328 and photographs of current or former commissioners of the  
329 Florida Gaming Control Commission; the names, home addresses,  
330 telephone numbers, dates of birth, photographs, and places of  
331 employment of the spouses and children of such current or former  
332 commissioners; and the names and locations of schools and day  
333 care facilities attended by the children of such current or  
334 former commissioners are exempt from s. 119.07(1) and s. 24(a),  
335 Art. I of the State Constitution. This sub-subparagraph is  
336 subject to the Open Government Sunset Review Act in accordance  
337 with s. 119.15 and shall stand repealed on October 2, 2029,  
338 unless reviewed and saved from repeal through reenactment by the  
339 Legislature.

340 y. The home addresses, telephone numbers, dates of birth,  
341 and photographs of current clerks of the circuit court, deputy  
342 clerks of the circuit court, and clerk of the circuit court  
343 personnel; the names, home addresses, telephone numbers, dates  
344 of birth, and places of employment of the spouses and children  
345 of current clerks of the circuit court, deputy clerks of the  
346 circuit court, and clerk of the circuit court personnel; and the  
347 names and locations of schools and day care facilities attended  
348 by the children of current clerks of the circuit court, deputy

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349 clerks of the circuit court, and clerk of the circuit court  
 350 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of  
 351 the State Constitution. This sub-subparagraph is subject to the  
 352 Open Government Sunset Review Act in accordance with s. 119.15  
 353 and shall stand repealed on October 2, 2029, unless reviewed and  
 354 saved from repeal through reenactment by the Legislature.

355 z.(I) As used in this sub-subparagraph, the term:

356 (A) "Congressional member" means a person who is elected to  
 357 serve as a member of the United States House of Representatives  
 358 or is elected or appointed to serve as a member of the United  
 359 States Senate.

360 (B) "Partial home address" means the dwelling location at  
 361 which an individual resides and includes the physical address,  
 362 mailing address, street address, parcel identification number,  
 363 plot identification number, legal property description,  
 364 neighborhood name and lot number, GPS coordinates, and any other  
 365 descriptive property information that may reveal the partial  
 366 home address, except for the city and zip code.

367 (C) "Public officer" means a person who holds one of the  
 368 following offices: Governor, Lieutenant Governor, Chief  
 369 Financial Officer, Attorney General, Agriculture Commissioner,  
 370 state representative, state senator, property appraiser,  
 371 supervisor of elections, school superintendent, school board  
 372 member, mayor, city commissioner, or county commissioner.

373 (II) The following information is exempt from s. 119.07(1)  
 374 and s. 24(a), Art. I of the State Constitution:

375 (A) The partial home addresses of a current congressional  
 376 member or public officer and his or her spouse or adult child.

377 (B) The telephone numbers of a current congressional member

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378 or public officer and his or her spouse or adult child.

379 (C) The name, home addresses, telephone numbers, and date  
 380 of birth of a minor child of a current congressional member or  
 381 public officer and the name and location of the school or day  
 382 care facility attended by the minor child.

383 (III) This sub-subparagraph is subject to the Open  
 384 Government Sunset Review Act in accordance with s. 119.15 and  
 385 shall stand repealed on October 2, 2030, unless reviewed and  
 386 saved from repeal through reenactment by the Legislature.

387 aa. The home addresses, telephone numbers, and dates of  
 388 birth of current county administrators, deputy county  
 389 administrators, assistant county administrators, city managers,  
 390 deputy city managers, and assistant city managers; the names,  
 391 home addresses, telephone numbers, dates of birth, photographs,  
 392 and places of employment of the spouses and children of current  
 393 county administrators, deputy county administrators, assistant  
 394 county administrators, city managers, deputy city managers, and  
 395 assistant city managers; and the names and locations of schools  
 396 and day care facilities attended by the children of current  
 397 county administrators, deputy county administrators, assistant  
 398 county administrators, city managers, deputy city managers, and  
 399 assistant city managers are exempt from s. 119.07(1) and s.  
 400 24(a), Art. I of the State Constitution. This sub-subparagraph  
 401 is subject to the Open Government Sunset Review Act in  
 402 accordance with s. 119.15 and shall stand repealed on October 2,  
 403 2031, unless reviewed and saved from repeal through reenactment  
 404 by the Legislature.

405 3.a. An agency that is the custodian of the information  
 406 specified in subparagraph 2. and that is not the employer of the

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407 officer, employee, justice, judge, or other person specified in  
 408 subparagraph 2. must maintain the exempt status of that  
 409 information only if the officer, employee, justice, judge, other  
 410 person, or employing agency of the designated employee submits a  
 411 written and notarized request for maintenance of the exemption  
 412 to the custodial agency. The request must state under oath the  
 413 statutory basis for the individual's exemption request and  
 414 confirm the individual's status as a party eligible for exempt  
 415 status.

416 b. An agency that is the custodian of information specified  
 417 in sub-subparagraph 2.z. and that is not the employer of the  
 418 congressional member, public officer, or other person specified  
 419 in sub-subparagraph 2.z. must maintain the exempt status of that  
 420 information only if an individual requests the maintenance of an  
 421 exemption pursuant to sub-subparagraph 2.z. on the basis of  
 422 eligibility as a current congressional member or public officer  
 423 and his or her spouse or child submits, as part of the written  
 424 and notarized request required by sub-subparagraph a., the date  
 425 of the congressional member's or public officer's election or  
 426 appointment to public office, the date on which that office is  
 427 next subject to election, and, if applicable, the date on which  
 428 the current congressional member's or public officer's minor  
 429 child reaches the age of majority. The custodian must maintain  
 430 an exemption granted pursuant to sub-subparagraph 2.z. until the  
 431 qualifying conditions for the exemption no longer apply to the  
 432 person subject to the exemption.

433 4.a. A county property appraiser, as defined in s.  
 434 192.001(3), or a county tax collector, as defined in s.  
 435 192.001(4), who receives a written and notarized request for

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436 maintenance of the exemption pursuant to subparagraph 3. must  
 437 comply by removing the name of the individual with exempt status  
 438 and the instrument number or Official Records book and page  
 439 number identifying the property with the exempt status from all  
 440 publicly available records maintained by the property appraiser  
 441 or tax collector. For written requests received on or before  
 442 July 1, 2021, a county property appraiser or county tax  
 443 collector must comply with this sub-subparagraph by October 1,  
 444 2021. A county property appraiser or county tax collector may  
 445 not remove the street address, legal description, or other  
 446 information identifying real property within the agency's  
 447 records so long as a name or personal information otherwise  
 448 exempt from inspection and copying pursuant to this section is  
 449 not associated with the property or otherwise displayed in the  
 450 public records of the agency.

451 b. Any information restricted from public display,  
 452 inspection, or copying under sub-subparagraph a. must be  
 453 provided to the individual whose information was removed.

454 5. An officer, an employee, a justice, a judge, or other  
 455 person specified in subparagraph 2. may submit a written request  
 456 for the release of his or her exempt information to the  
 457 custodial agency. The written request must be notarized and must  
 458 specify the information to be released and the party authorized  
 459 to receive the information. Upon receipt of the written request,  
 460 the custodial agency must release the specified information to  
 461 the party authorized to receive such information.

462 6. The exemptions in this paragraph apply to information  
 463 held by an agency before, on, or after the effective date of the  
 464 exemption.

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465 7. Information made exempt under this paragraph may be  
 466 disclosed pursuant to s. 28.2221 to a title insurer authorized  
 467 pursuant to s. 624.401 and its affiliates as defined in s.  
 468 624.10; a title insurance agent or title insurance agency as  
 469 defined in s. 626.841(1) or (2), respectively; or an attorney  
 470 duly admitted to practice law in this state and in good standing  
 471 with The Florida Bar.

472 8. The exempt status of a home address contained in the  
 473 Official Records is maintained only during the period when a  
 474 protected party resides at the dwelling location. Upon  
 475 conveyance of real property after October 1, 2021, and when such  
 476 real property no longer constitutes a protected party's home  
 477 address as defined in sub-subparagraph 1.a., the protected party  
 478 must submit a written request to release the removed information  
 479 to the county recorder. The written request to release the  
 480 removed information must be notarized, must confirm that a  
 481 protected party's request for release is pursuant to a  
 482 conveyance of his or her dwelling location, and must specify the  
 483 Official Records book and page, instrument number, or clerk's  
 484 file number for each document containing the information to be  
 485 released.

486 9. Upon the death of a protected party as verified by a  
 487 certified copy of a death certificate or court order, any party  
 488 can request the county recorder to release a protected  
 489 decedent's removed information unless there is a related request  
 490 on file with the county recorder for continued removal of the  
 491 decedent's information or unless such removal is otherwise  
 492 prohibited by statute or by court order. The written request to  
 493 release the removed information upon the death of a protected

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494 party must attach the certified copy of a death certificate or  
 495 court order and must be notarized, must confirm the request for  
 496 release is due to the death of a protected party, and must  
 497 specify the Official Records book and page number, instrument  
 498 number, or clerk's file number for each document containing the  
 499 information to be released. A fee may not be charged for the  
 500 release of any document pursuant to such request.

501 Section 2. The Legislature finds that it is a public  
 502 necessity that the home addresses, telephone numbers, and dates  
 503 of birth of current county administrators, deputy county  
 504 administrators, assistant county administrators, city managers,  
 505 deputy city managers, and assistant city managers; the names,  
 506 home addresses, telephone numbers, dates of birth, photographs,  
 507 and places of employment of the spouses and children of current  
 508 county administrators, deputy county administrators, assistant  
 509 county administrators, city managers, deputy city managers, and  
 510 assistant city managers; and the names and locations of schools  
 511 and day care facilities attended by the children of current  
 512 county administrators, deputy county administrators, assistant  
 513 county administrators, city managers, deputy city managers, and  
 514 assistant city managers be made exempt from s. 119.07(1),  
 515 Florida Statutes, and s. 24(a), Article I of the State  
 516 Constitution. Such identifying and location information can be  
 517 used as a tool to perpetrate fraud against an individual or to  
 518 acquire sensitive personal, financial, medical, or familial  
 519 information, the release of which could cause great financial or  
 520 professional harm to the individual. In the course of performing  
 521 their managerial functions, current county administrators,  
 522 deputy county administrators, assistant county administrators,

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523 city managers, deputy city managers, and assistant city managers  
524 may make decisions and determinations that upset members of the  
525 public and may incur the ill will of those residents, making  
526 current county administrators, deputy county administrators,  
527 assistant county administrators, city managers, deputy city  
528 managers, and assistant city managers and their spouses and  
529 children targets for acts of revenge. If such identifying and  
530 location information is released, the safety of current county  
531 administrators, deputy county administrators, assistant county  
532 administrators, city managers, deputy city managers, and  
533 assistant city managers and their spouses and children could be  
534 seriously jeopardized. For these reasons, the Legislature finds  
535 that it is a public necessity that such information be made  
536 exempt from public records requirements.

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



The Florida Senate

## Committee Agenda Request

**To:** Senator Debbie Mayfield, Chair  
Committee on Governmental Oversight and Accountability

**Subject:** Committee Agenda Request

**Date:** January 21, 2026

---

I respectfully request that **Senate Bill #830**, relating to Public Records/County Administrators and City Managers, be placed on the:

- committee agenda at your earliest possible convenience.
- next committee agenda.

Sincerely,

A handwritten signature in blue ink, appearing to read "Tom Leek", written over a horizontal line.

Sen. Tom Leek  
Florida Senator, District 7

The Florida Senate

APPEARANCE RECORD

SB 830 ✓

2/11/26

Meeting Date

Bill Number or Topic

Gov Oversight + Accountability

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name

JEFF SCALIA

Phone

(727) 637-4081

Address

100 S Monroe

Email

jscalas@fl-counties.com

Street

Tallahassee

FL

32301

City

State

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

Florida Association of Counties

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](https://www.flsenate.gov/2020-2022JointRules.pdf)

This form is part of the public record for this meeting.

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: SB 964

INTRODUCER: Senator Wright

SUBJECT: Financial Disclosures

DATE: February 10, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Cleary</u>	<u>Roberts</u>	<u>EE</u>	<b>Favorable</b>
2.	<u>McVaney</u>	<u>McVaney</u>	<u>GO</u>	<b>Favorable</b>
3.	_____	_____	<u>RC</u>	_____

---

**I. Summary:**

SB 964 revises requirements for reporting of certain gifts and honoraria.

Current law requires individuals who must file a financial disclosure under the Code of Ethics, as well as procurement employees, to report certain gifts and honoraria in conjunction with the annual financial disclosure.

To clarify requirements for reporting of such gifts and honoraria, the bill:

- Decouples the annual reporting requirement for certain gifts from the filing of the required annual financial disclosure.
- Changes the entity with whom reporting individuals who have left office or employment must file the annual report to the Commission on Ethics, instead of at the same location as their financial disclosure statement.
- Changes the entity with whom reporting individuals must disclose specified information regarding honorarium expenses to the Commission on Ethics, instead of with the entity with whom the required financial disclosure statement is filed.

The bill is not expected to impact state and local government revenues and expenditures.

This bill takes effect upon becoming law.

## II. Present Situation:

### The Code of Ethics for Public Officers and Employees

The Code of Ethics for Public Officers and Employees (Code of Ethics)<sup>1</sup> establishes ethical standards for public officials and is intended to ensure that public officials conduct themselves independently and impartially, not using their offices for private gain other than compensation provided by law.<sup>2</sup> The Code of Ethics addresses various issues, such as ethics trainings, voting conflicts, full and public disclosure of financial interests, standards of conduct, and the Commission on Ethics, among others.<sup>3</sup>

### Disclosure of Financial Interests

#### *Full and Public Disclosure (CE Form 6)*

The Florida Constitution requires all elected constitutional officers, candidates for such offices, and statewide elected officers to file a full and public disclosure of their financial interests.<sup>4</sup> Other public officers, candidates, and public employees may be required to file a full and public disclosure of their financial interests as determined by law.<sup>5</sup> Pursuant to general law, the Commission on Ethics has created by rule CE Form 6 (Form 6), which is used to make the required full and public financial disclosure.<sup>6</sup> Reporting individuals are required to electronically file a form 6 annually with the Commission on Ethics by July 1 through the Commission's electronic filing system.<sup>7</sup>

#### *Statement of Financial Interests (CE Form 1)*

In addition to provisions governing the Form 6, current law provides for a less detailed disclosure of financial interests using the Commission's CE Form 1 (Form 1).<sup>8</sup> Initially, each local officer/employee, state officer, and specified state employee must file within 30 days of the date of his or her appointment or of the beginning of employment.<sup>9</sup> Thereafter, each state or local officer, and each specified state employee shall file a statement of financial interests by July 1st each year in which they hold their positions.<sup>10</sup> State officers and specified state employees must file their statements of financial interests with the Commission on Ethics through the Commission's electronic filing system.<sup>11</sup> A candidate not subject to an annual filing requirement does not file with the Commission on Ethics, but may complete and print a statement of financial interests to file with the officer before whom he or she qualifies.<sup>12</sup>

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<sup>1</sup> See pt. III. Ch. 112, F.S.

<sup>2</sup> Florida Commission on Ethics, *Guide to the Sunshine Amendment and Code of Ethics for Public Officers and Employees*, p. 1., available at <https://ethics.state.fl.us/Documents/Publications/GuideBookletInternet.pdf?cp=2026112> (last visited January 12, 2026).

<sup>3</sup> See pt. III. Ch. 112, F.S.

<sup>4</sup> Section 8(a), art. II, Fla. Const.; see ss. 112.3144(1)(b), 112.3145, F.S.

<sup>5</sup> *Id.*

<sup>6</sup> Section 112.3144(8), F.S.; see R. 34-8.002, F.A.C.

<sup>7</sup> Section (8)(j)(1), art. II, Fla. Const.; see s. 112.3144(2), F.S.

<sup>8</sup> See s. 112.3145, F.S.; R. 34-8.202, F.A.C.

<sup>9</sup> Section 112.3145(2)(b), F.S.

<sup>10</sup> *Id.*

<sup>11</sup> Section 112.3145(2)(d), F.S.

<sup>12</sup> Section 112.3145(2)(d), F.S.

***Final Statement of Financial Interests (CE Form 1F)<sup>13</sup> and (CE Form 6F)<sup>14</sup>***

Each person required to file full and public disclosure of financial interests (Form 6) shall file a final disclosure statement CE Form 6F (Form 6F) and each state officer, local officer, and specified state employee required to file a statement of financial interests (Form 1) shall file a final statement of financial interests CE Form 1F (Form 1F) within 60 days after leaving his or her public position for the period between January 1 of the year in which the person leaves and the last day of office or employment, unless within the 60-day period the person takes another public position requiring financial disclosure under s. 8, Art. II of the State Constitution, or is otherwise required to file full and public disclosure for the final disclosure period.<sup>15</sup>

***Electronic Filing of Disclosure of Financial Interests with the Commission on Ethics***

Beginning January 1, 2023, statements of full and public disclosure of financial interests (Form 6), a final statement of full and public disclosure (Form 6F) and any amendments thereto, or any other form required under s. 112.3144, F.S., except specifically excluded, must be filed electronically through the Florida Commission on Ethics electronic filing system.<sup>16</sup>

Also, beginning January 1, 2024, a statement of financial interests (Form 1), a final statement of financial interests (Form 1F) and any amendments thereto, or any other form required under s. 112.3145, F.S., except any statement of a candidate who is not subject to an annual filing requirement, must be filed electronically through the Florida Commission on Ethics electronic filing system.<sup>17</sup>

**Annual Disclosure of Gifts from Governmental Entities and Direct Support Organizations and Honorarium Event Related Expenses (CE Form 10)**

***Who Must File a Form 10***

State law requires qualifying individuals to make an annual disclosure to the Commission on Ethics of gifts from governmental entities and direct support organizations, as well as honorarium event-related expenses on CE Form 10 (Form 10).<sup>18</sup>

All persons required to file a Form 1<sup>19</sup> (Statement of Financial Interests) and all persons required to file a Form 6<sup>20</sup> (Full and Public Disclosure of Financial Interests), including candidates, must

<sup>13</sup> See CE Form 1F – Effective January 1, 2026, incorporated by reference in Rules 34-8.001 and 34-8.208, F.A.C.

<sup>14</sup> See CE Form 6F – Effective January 1, 2026, incorporated by reference in Rules 34-8.001 and 34-8.008, F.A.C.

<sup>15</sup> See ss. 112.3144(10), 112.3145(2)(b), F.S.

<sup>16</sup> See ss. 112.3144(8)(b), 112.31446, F.S.

<sup>17</sup> See ss. 112.3145(2)(e) and 112.31446, F.S.

<sup>18</sup> CE Form 10 – Effective January 1, 2007, incorporated by reference in Rule 34-7.010(1)(h), F.A.C., Revised 10/2015, <https://ethics.state.fl.us/Documents/Forms/Form%2010.PDF?cp=202618>.

<sup>19</sup> See s. 112.3145, F.S. (Qualifying local/officers/employees, state officers, and specified state employees must file within 30 days of their appointment or the beginning of employment. Candidate must file at the same time they file their qualifying papers. Thereafter, electronically file their Form 1 via the Florida Commission on Ethics Electronic Financial Disclosure Management System by July 1 following each calendar year in which they hold their positions).

<sup>20</sup> See s. 112.3144, F.S. (Qualifying officers are required to electronically file their Form 6 via Florida Commission on Ethics Electronic Financial Disclosure Management System, no later July 1, 2026. Qualifying candidates required to file a Form 6, must file during the qualifying period).

file a Form 10 annually with their Form 1 or Form 6 financial disclosures.<sup>21</sup> In addition, state “procurement employees”<sup>22</sup> are required to file a Form 10, as well as former reporting individuals and procurement employees who left office or employment during the calendar year covered by the report.<sup>23</sup>

***When and Where to File the Form 10***

The Form 10 is required to be submitted by July 1 of the year following the year covered by the Form 10 the individual is submitting.

Individuals who are required to file a Form 1 or Form 6 are required to file the Form 10 with their Form 1 or Form 6.<sup>24</sup> State procurement employees file their Form 10 with the Commission on Ethics.<sup>25</sup>

***Form 10: Gifts From Governmental Entities [Sec. 112.3148, Fla. Stat.]***

Entities of the legislative or judicial branches, departments and commissions of the executive branch, counties, municipalities, airport authorities, school boards, water management districts created by 373.069, F.S., and the South Florida Regional Transportation Authority may give, either directly or indirectly, a gift worth over \$100 to persons who file Form 1 or Form 6 or to state procurement employees if a public purpose can be shown for the gift.<sup>26</sup>

The governmental entity giving the gift must provide the officer or employee with a statement about the gift no later than March 1 of the following year.<sup>27</sup> The officer or employee then must disclose this information by filing a statement (Form 10) by July 1 with his or her annual financial disclosure (Form 1 or Form 6) that describes the gift and lists the donor, the date of the gift, and the value of the total gifts provided during the calendar year.<sup>28</sup> State procurement employees file their statements (Form 10) with the Commission on Ethics.<sup>29</sup>

***Form 10: Gifts from Direct Support Organizations [Sec. 112.3148, Fla. Stat.]***

Direct support organizations specifically authorized by law to support a governmental entity may give a gift worth over \$100 to a person who files Form 1 or Form 6 or to a state procurement employee if the person or employee is an officer or employee of that governmental entity.<sup>30</sup>

<sup>21</sup> Section 112.3148(6)(d), F.S.

<sup>22</sup> Section 112.3148(2)(e), F.S. (“Procurement employee: “means any employee of an officer, department, board, commission, council, or agency of the executive branch or judicial branch of state government who has participated in the preceding 12 months through decision, approval, disapproval, recommendation, preparation of any part of a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, or auditing or in any other advisory capacity in the procurement of contractual services or commodities as defined in s. 287.012, if the cost of such services or commodities exceeds or is expected to exceed \$10,000 in any fiscal year”).

<sup>23</sup> Section 112.3148(6)(d), F.S.

<sup>24</sup> Section 112.3148((6)(d), F.S.

<sup>25</sup> *Id.*

<sup>26</sup> Section 112.3148(6)(b), F.S.

<sup>27</sup> Section 112.3148(6)(c), F.S.

<sup>28</sup> Section 112.3148(6)(d), F.S.

<sup>29</sup> *Id.*

<sup>30</sup> Section 112.3148(6)(b), F.S.

The direct-support organization giving the gift must provide the officer or employee with a statement about the gift no later than March 1 of the following year.<sup>31</sup> The officer or employee then must disclose the information by filing a statement (Form 10) by July 1 with his or her annual financial disclosure (Form 1 or Form 6) that describes the gift and lists the donor, the date of the gift, and the value of the total gifts provided during the calendar year.<sup>32</sup> State procurement employees file their statements with the Commission on Ethics.<sup>33</sup>

### ***Honorarium Event Related Expenses [Sec. 112.3149, Fla. Stat]***

Reporting individuals who file Form 1 and Form 6 and state procurement employees are prohibited from accepting an honorarium (a payment in exchange for a speech, oral presentation, writing, and the like) from a political committee, from a lobbyist who lobbies them or their public agency (or has done so within the previous 12 months), and from the employer, principal partner, or firm of such a lobbyist.<sup>34</sup> However, these persons and entities may pay or provide a reporting individual or procurement employee and his or her spouse for actual and reasonable transportation, lodging, event or meeting registration fee, and food and beverage expenses related to an event at which speech, presentation, or writing will be made by the public officer or employee.<sup>35</sup>

Reporting individuals and state procurement employees must disclose annually the name, address, and affiliation of the donor, the amount of the expenses, the date of the event, a description of the expenses paid or provided, and the total value of the expenses on a Form 10 by July 1, for expenses received during the previous calendar year.<sup>36</sup> The donor paying the expenses must provide the officer or employee with a statement about the expenses within 60 days of honorarium event.<sup>37</sup> State procurement employees file their statements with the Commission on Ethics.<sup>38</sup>

### **Issue with the Current Statutory Language Relating to the Filing of the Form 10**

Current law provides that reporting individuals must file their Form 10s with their annual financial disclosure statement (the Form 1 or the Form 6). Since the Commission on Ethics moved to e-filing for the Form 1 and Form 6, the Commission has identified that the move to e-filing has caused confusion for filers of Form 10 for two reasons:<sup>39</sup>

- When Form 1 and Form 6 were in paper form, some Form 1 filers were required to file with their local supervisors of elections, rather than with the Commission on Ethics. Therefore, those filers also filed their Form 10s with their local supervisors of elections. The financial disclosure statutes were recently amended to require all reporting individuals to e-file their Form 1 or Form 6 with the Commission on Ethics. However, the Form 10 requirements are

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<sup>31</sup> Section 112.3148(6)(c), F.S.

<sup>32</sup> Section 112.3148(6)(d), F.S.

<sup>33</sup> *Id.*

<sup>34</sup> Section 112.3149(4), F.S.

<sup>35</sup> Section 112.3149(5), F.S.

<sup>36</sup> Section 112.3149(6), F.S.

<sup>37</sup> Section 112.3149(6), F.S.

<sup>38</sup> *Id.*

<sup>39</sup> See Commission on Ethics, Senate Bill 964 Agency Analysis (Jan 13, 2026) (on file with the Senate Committee on Ethics and Elections).

found in the gift statutes<sup>40</sup> and thus did not change when the financial disclosure statutes were amended to provide e-filing.

- Unlike Form 1 and Form 6, Form 10 is not available for e-filing; it is a paper form. Therefore, it is now impossible to file a Form 10 “with” a Form 1 or Form 6.

The Commission on Ethics in its 2026 Legislative Recommendations<sup>41</sup> proposed a solution to resolve the confusion by requiring all reporting individuals and procurement employees to file their Form 10s with the Commission on Ethics.

### III. Effect of Proposed Changes:

The bill implements the Commission on Ethics’ recommendation by clearly mandating that reporting individuals file paper Form 10s with the Commission on Ethics, rather than electronically with their Form 1s or Form 6s.<sup>42</sup>

This is accomplished by deleting the current statutory language that requires that the Form 10s to be filed with the individuals’ financial disclosures. Specifically:

- **Section 1** amends s. 112.3148, F.S., to require reporting individuals and procurement employees to file their Form 10s listing certain gifts with the Commission on Ethics by paper form, instead of with either their annual<sup>43</sup> or final<sup>44</sup> financial disclosure statements.
- **Section 2** amends s. 112.3149, F.S., to require reporting individuals and procurement employees to file with the Commission on Ethics. Because the electronic filing system does not accommodate the filing of these forms nor is there a statutory requirement for filing electronically, the Form 10s will be filed in paper form disclosing the name, address, and affiliation of a person providing specified honorarium expenses instead of with the required annual or final financial disclosure statements.

The bill takes effect upon becoming law.

### IV. Constitutional Issues:

#### A. Municipality/County Mandates Restrictions:

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, or reduce the percentage of state tax shared with counties or municipalities.

#### B. Public Records/Open Meetings Issues:

None.

<sup>40</sup> See ss. 112.3148 and 112.3149 F.S.

<sup>41</sup> Consideration of *Legislative Plan and Recommendations for 2026*, Commission on Ethics (August 28, 2025) available at <https://ethics.state.fl.us/Documents/Ethics/MeetingAgendas/Sep25Materials/LegislativeRecs.pdf>.

<sup>42</sup> See Commission on Ethics, *Senate Bill 964 Agency Analysis* (Jan 13, 2026) (on file with the Senate Committee on Ethics and Elections).

<sup>43</sup> Form 1 or Form 6.

<sup>44</sup> Form 1F or Form 6F.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

The Commission on Ethics bill analysis states that this bill will not have a fiscal impact to the commission because the Form 10 is already filed with the commission, and this bill clarifies that in the ethics statutes.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

None.

**VIII. Statutes Affected:**

This bill substantially amends sections 112.3148 and 112.3149 of the Florida Statutes.

**IX. Additional Information:**

A. Committee Substitute – Statement of Changes:

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

B. Amendments:

None.

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This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.

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By Senator Wright

8-00912-26

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1 A bill to be entitled  
 2 An act relating to financial disclosures; amending s.  
 3 112.3148, F.S.; requiring reporting individuals and  
 4 procurement employees to file annual reports listing  
 5 certain gifts with the Commission on Ethics instead of  
 6 with the required financial disclosure statement;  
 7 requiring such individuals and employees who have left  
 8 office or employment within a specified timeframe to  
 9 file the annual report with the commission instead of  
 10 at the same location as their financial disclosure  
 11 statement; amending s. 112.3149, F.S.; requiring  
 12 reporting individuals and procurement employees to  
 13 disclose the name, address, and affiliation of a  
 14 person providing specified honorarium expenses with  
 15 the commission instead of with the required financial  
 16 disclosure statement; requiring such individuals and  
 17 employees who have left office or employment within a  
 18 specified timeframe to file the annual statement with  
 19 the commission instead of at the same location as  
 20 their financial disclosure statement; providing an  
 21 effective date.

22  
 23 Be It Enacted by the Legislature of the State of Florida:

24  
 25 Section 1. Paragraph (d) of subsection (6) of section  
 26 112.3148, Florida Statutes, is amended to read:

27 112.3148 Reporting and prohibited receipt of gifts by  
 28 individuals filing full or limited public disclosure of  
 29 financial interests and by procurement employees.-

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30 (6)  
 31 (d) No later than July 1 of each year, each reporting  
 32 individual or procurement employee shall file a statement  
 33 listing each gift having a value in excess of \$100 received by  
 34 the reporting individual or procurement employee, either  
 35 directly or indirectly, from a governmental entity or a direct-  
 36 support organization specifically authorized by law to support a  
 37 governmental entity. The statement shall list the name of the  
 38 person providing the gift, a description of the gift, the date  
 39 or dates on which the gift was given, and the value of the total  
 40 gifts given during the calendar year for which the report is  
 41 made. The reporting individual or procurement employee shall  
 42 attach to the statement any report received by him or her in  
 43 accordance with paragraph (c), which report shall become a  
 44 public record when filed with the statement of the reporting  
 45 individual or procurement employee. The reporting individual or  
 46 procurement employee may explain any differences between the  
 47 report of the reporting individual or procurement employee and  
 48 the attached reports. The annual report ~~filed by a reporting~~  
 49 ~~individual shall be filed with the financial disclosure~~  
 50 ~~statement required by either s. 8, Art. II of the State~~  
 51 ~~Constitution or s. 112.3145, as applicable to the reporting~~  
 52 ~~individual. The annual report filed by a procurement employee~~  
 53 shall be filed with the Commission on Ethics. The report filed  
 54 by a reporting individual or procurement employee who left  
 55 office or employment during the calendar year covered by the  
 56 report shall be filed with the Commission on Ethics by July 1 of  
 57 the year after leaving office or employment ~~at the same location~~  
 58 ~~as his or her final financial disclosure statement or, in the~~

Page 2 of 4

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59 ~~case of a former procurement employee, with the Commission on~~  
60 ~~Ethics.~~

61 Section 2. Subsection (6) of section 112.3149, Florida  
62 Statutes, is amended to read:

63 112.3149 Solicitation and disclosure of honoraria.—

64 (6) A reporting individual or procurement employee who  
65 receives payment or provision of expenses related to any  
66 honorarium event from a person who is prohibited by subsection  
67 (4) from paying an honorarium to a reporting individual or  
68 procurement employee shall publicly disclose on an annual  
69 statement the name, address, and affiliation of the person  
70 paying or providing the expenses; the amount of the honorarium  
71 expenses; the date of the honorarium event; a description of the  
72 expenses paid or provided on each day of the honorarium event;  
73 and the total value of the expenses provided to the reporting  
74 individual or procurement employee in connection with the  
75 honorarium event. The annual statement of honorarium expenses  
76 shall be filed by July 1 of each year for those expenses  
77 received during the previous calendar year. The reporting  
78 individual or procurement employee shall attach to the annual  
79 statement a copy of each statement received by him or her in  
80 accordance with subsection (5) regarding honorarium expenses  
81 paid or provided during the calendar year for which the annual  
82 statement is filed. The attached statement shall become a public  
83 record upon the filing of the annual report. The annual  
84 statement ~~of a reporting individual shall be filed with the~~  
85 ~~financial disclosure statement required by either s. 8, Art. II~~  
86 ~~of the State Constitution or s. 112.3145, as applicable to the~~  
87 ~~reporting individual. The annual statement of a procurement~~

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88 ~~employee shall be filed with the Commission on Ethics. The~~  
89 ~~statement filed by a reporting individual or procurement~~  
90 ~~employee who left office or employment during the calendar year~~  
91 ~~covered by the statement shall be filed with the Commission on~~  
92 ~~Ethics by July 1 of the year after leaving office or employment~~  
93 ~~at the same location as his or her final financial disclosure~~  
94 ~~statement or, in the case of a former procurement employee, with~~  
95 ~~the Commission on Ethics.~~

96 Section 3. This act shall take effect upon becoming a law.

Page 4 of 4

CODING: Words ~~stricken~~ are deletions; words underlined are additions.



The Florida Senate

## Committee Agenda Request

**To:** Senator Debbie Mayfield, Chair  
Committee on Governmental Oversight and Accountability

**Subject:** Committee Agenda Request

**Date:** January 21, 2026

---

I respectfully request that **Senate Bill 964**, relating to Financial Disclosures, be placed on the:

- committee agenda at your earliest possible convenience.
- next committee agenda.

Thank you for your consideration.

A handwritten signature in cursive script that reads "Tom A. Wright".

---

Senator Tom A. Wright  
Florida Senate, District 8

February 11, 2026

Meeting Date

Gov Oversight & Accountability

Committee

The Florida Senate

# APPEARANCE RECORD

Deliver both copies of this form to  
Senate professional staff conducting the meeting

SB 964

Bill Number or Topic

Amendment Barcode (if applicable)

Name **Kerrie Stillman, Executive Director**

Phone **850-488-7864**

Address **325 John Knox Road, Bldg E, Suite 200**

Email **stillman.kerrie@leg.state.fl.us**

Street

**Tallahassee**

**FL**

**32303**

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

**Florida Commission on Ethics**

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

---

Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

**BILL:** CS/SB 984

**INTRODUCER:** Governmental Oversight and Accountability Committee and Senator DiCeglie and others

**SUBJECT:** Firefighter Cancer Benefits and Prevention

**DATE:** February 12, 2026      **REVISED:** \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Shuler</u>	<u>Fleming</u>	<u>CA</u>	<b>Favorable</b>
2.	<u>McVaney</u>	<u>McVaney</u>	<u>GO</u>	<b>Fav/CS</b>
3.	_____	_____	<u>AP</u>	_____

---

**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

---

**I. Summary:**

CS/SB 984 amends eligibility requirements for disability and death benefits available to current and former firefighters after a cancer diagnosis. Current law provides, as a disability benefit resulting from a cancer diagnosis, a \$25,000 one-time payout. The bill expands the eligibility for this payout to include a former firefighter for up to 10 years after terminating employment, regardless of whether the firefighter elects to continue coverage in an employer-sponsored health plan or group health insurance trust fund. Additionally, the payout will no longer expressly be limited to a current or former firefighter’s “initial” diagnosis.

The bill also requires that the payment of the \$75,000 firefighter cancer death benefit to a firefighter’s beneficiary be made available for one year after employment, provided the former firefighter otherwise met the criteria at the time of termination of employment and was not subsequently employed as a firefighter.

The bill removes a duplicative grant of rulemaking authority to the Division of State Fire Marshal within the Department of Financial Services.

The bill includes a legislative determination that the bill fulfills an important state interest.

The bill may increase costs to state and local governments; the impact is indeterminate at this time.

The bill takes effect on July 1, 2026.

## II. Present Situation:

### **Firefighter Cancer Benefits**

Current law provides special disability and death benefits to firefighters who are diagnosed with certain cancers.<sup>1</sup> To qualify, a firefighter must:

- Be employed full time as a firefighter (or Florida-certified fire investigator);<sup>2</sup>
- Have been employed by the same employer for at least five continuous years;
- Not have used tobacco products in the preceding five years; and
- Have not been employed in any other position within the preceding five years that is proven to create a higher risk for cancer.<sup>3</sup>

### ***Cancer Diagnosis Benefits***

Upon a qualifying cancer diagnosis, an eligible firefighter is entitled to the following benefits, as an alternative to pursuing workers' compensation benefits:

- Coverage for cancer treatment under an employer-sponsored health plan or group health insurance trust fund, including timely reimbursement for any out-of-pocket deductible, copayment, or coinsurance costs incurred as a result of cancer treatment.
- A one-time cash payout of \$25,000 upon the firefighter's initial diagnosis of cancer.
- Leave time and employee retention benefits equivalent to those provided for other injuries or illnesses incurred in the line of duty.<sup>4</sup>

If a firefighter elects to continue coverage in the employer-sponsored health plan or group health insurance trust fund after terminating employment, the health coverage and cash payout benefits must be made available by the former employer for 10 years following the firefighter's termination of employment, provided the firefighter met the eligibility criteria at the time of separation and was not reemployed as a firefighter.<sup>5</sup>

### ***Cancer Death Benefits***

Current law provides death benefits to firefighters who die as a result of cancer or circumstances arising out of the treatment of cancer. If the firefighter participated in an employer-sponsored retirement plan, the plan must consider the firefighter to have died in the line of duty.<sup>6</sup> If the firefighter did not participate in an employer-sponsored retirement plan, the employer must

---

<sup>1</sup> The qualifying cancers include bladder, brain, breast, cervical, colon, esophageal, invasive skin, kidney, large intestinal, lung, malignant melanoma, mesothelioma, multiple myeloma, non-Hodgkin's lymphoma, oral cavity and pharynx, ovarian, prostate, rectal, stomach, testicular, and thyroid cancers. Section 112.1816(1)(a), F.S.

<sup>2</sup> "Firefighter" is defined for the section to mean an individual employed as a full-time firefighter or full-time, Florida-certified fire investigator within the fire department or public safety department of an employer whose primary responsibilities are the prevention and extinguishing of fires; the protection of life and property; and the enforcement of municipal, county, and state fire prevention codes and laws pertaining to the prevention and control of fires; or the investigation of fires and explosives. Section 112.1816(1)(c).

<sup>3</sup> Section 112.1816(2), F.S.

<sup>4</sup> Section 112.1816(2)(a)-(c), F.S.

<sup>5</sup> Section 112.1816(2), F.S.

<sup>6</sup> Section 112.1816(4)(a), F.S.

provide a death benefit to the firefighter's beneficiary equal to at least 42 percent of the firefighter's annual salary for at least 10 years.<sup>7</sup> In addition, the beneficiary is entitled to a one-time payment of \$75,000.<sup>8</sup>

### **Cancer Prevention Best Practices**

Two provisions of current law, ss. 112.1816(6), and 633.520(2)(a), F.S., direct the Division of State Fire Marshal within the Department of Financial Services to adopt rules to establish employer cancer prevention best practices as it relates to personal protective equipment, decontamination, fire suppression apparatus, and fire stations. The adopted rule, Florida Administrative Code Rule 69A-62.025, provides an Employer Self-Assessment Tool listing cancer prevention best practices that are based on National Fire Protection Association and Federal Emergency Management Agency standards.

### **III. Effect of Proposed Changes:**

**Section 1** amends s. 112.1816, F.S., to extend the disability and death benefits arising out of a cancer diagnosis and treatment available to former firefighters and to remove certain limitations on the \$25,000 payout for current and former firefighters diagnosed with cancer.

The bill revises the cancer diagnosis benefits to remove the requirement that, in order to receive the \$25,000 cancer diagnosis payout within 10 years after terminating employment, a former firefighter must have elected to continue in an employer-sponsored health plan or group health insurance trust fund. This will allow a former firefighter who otherwise meets the eligibility criteria to receive the \$25,000 payout during that 10-year period regardless of whether he or she elects to continue coverage under the employer health plan or group health trust fund. Former firefighters must remain in the employer-sponsored health plan or group health insurance trust fund in order to receive coverage of cancer treatment and timely reimbursement of any qualifying out-of-pocket costs from the health plan or trust fund.

The bill also removes the term "initial" from the provision authorizing the \$25,000 cash payout upon a firefighter's "*initial* diagnosis of cancer." As a result, the payout will no longer be expressly limited to a firefighter's first cancer diagnosis and will now be available to qualifying current and former firefighters upon each cancer diagnosis.

The bill revises the firefighter cancer death benefit to require former employers to make the \$75,000 payout available to the beneficiary of a former firefighter for one year after the firefighter terminates employment, provided the firefighter otherwise met the eligibility criteria and was not subsequently employed as a firefighter.

The bill removes the provision from s. 112.1816, F.S., requiring the Division of State Fire Marshal to adopt rules for employer cancer prevention best practices that is duplicative of the provision in s. 633.520, F.S.

---

<sup>7</sup> Section 112.1816(4)(b), F.S.

<sup>8</sup> Sections 112.1816(4)(c) and 112.191(2)(a), F.S.

**Section 2** provides that the Legislature finds and declares that this act fulfills an important state interest.

**Section 3** provides that the bill takes effect on July 1, 2026.

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

Article VII, section 18(a) of the Florida Constitution provides in pertinent part that “no county or municipality shall be bound by any general law requiring such county or municipality to spend funds . . . unless the legislature has determined that such law fulfills an important state interest and unless:

- The law requiring such expenditure is approved by two-thirds of the membership in each house of the legislature; or
- The expenditure is required to comply with a law that applies to all persons similarly situated.

The bill requires public employers, including counties and municipalities, that employ firefighters to fund additional disability and death benefit payouts arising out of a cancer diagnosis and treatment. The bill appears to apply to all persons similarly situated (those public employers employing firefighters), including state agencies, school boards, community colleges, counties, municipalities and special districts. If this exception does not apply, the bill must be approved by two-thirds vote of each chamber. Section 2 of the bill contains a legislative finding that the bill fulfills an important state interest; thus, these exceptions may apply.

The mandates requirements do not apply to laws having an insignificant impact,<sup>9,10</sup> which is \$2.4 million or less for Fiscal Year 2026-2027.<sup>11</sup> The fiscal impact of this bill has not yet been determined as the number of qualifying firefighters and potential claims cannot be readily ascertained.

##### **B. Public Records/Open Meetings Issues:**

None.

##### **C. Trust Funds Restrictions:**

None.

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<sup>9</sup> FLA. CONST. art. VII, s. 18(d).

<sup>10</sup> An insignificant fiscal impact is the amount not greater than the average statewide population for the applicable fiscal year multiplied by \$0.10. See FLA. SENATE COMM. ON COMTY. AFFAIRS, *Interim Report 2012-115: Insignificant Impact*, (Sept. 2011), <http://www.flsenate.gov/PublishedContent/Session/2012/InterimReports/2012-115ca.pdf> (last visited Jan. 26, 2026).

<sup>11</sup> Based on the Demographic Estimating Conference’s estimated population adopted on June 30, 2025, <https://edr.state.fl.us/Content/conferences/population/archives/250630demographic.pdf> (last visited Jan. 26, 2026).

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

The fiscal impact of the bill is indeterminate at this time but will likely increase costs for state and local governments. The bill modifies the eligibility and timing requirements for certain cancer and death benefits for current and former firefighters to make these benefits available in more instances. State and local governments that employ firefighters may experience increased costs as a result of an increased number of claims for the \$25,000 payout and \$75,000 death payout. Moreover, state and local governments may have to provide multiple \$25,000 benefits payouts to current and certain former firefighters that have more than one cancer diagnosis.

The bill may reduce state and local government costs associated with former firefighters' participation in employer-sponsored health plans or group health insurance trust funds where those former firefighters only elected to continue coverage to qualify for the cancer diagnosis lump-sum benefit and can now qualify without remaining enrolled in coverage.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends section 112.1816 of the Florida Statutes.

**IX. Additional Information:**

- A. **Committee Substitute – Statement of Substantial Changes:**  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**CS by Governmental Oversight and Accountability on February 11, 2026:**  
Includes a provision that the bill fulfills an important state interest. This statement addresses the constitutional mandate requirement to ensure the bill is binding upon municipalities and counties.

- B. **Amendments:**

None.

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This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.

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493180

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
02/11/2026	.	
	.	
	.	
	.	

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

**Senate Amendment (with title amendment)**

Between lines 76 and 77

insert:

Section 2. The Legislature finds and declares that this act  
fulfills an important state interest.

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

And the title is amended as follows:

Delete line 11



493180

11 and insert:  
12           practices; providing a finding and declaration of  
13           important state interest; providing an effective date.

By Senator DiCeglie

18-00836A-26

2026984

A bill to be entitled

An act relating to firefighter cancer benefits and prevention; amending s. 112.1816, F.S.; revising conditions under which a specified one-time payment must be made by a former employer upon a firefighter's cancer diagnosis; requiring a former employer to provide death benefits for a specified timeframe under certain circumstances; deleting the requirement for the Division of State Fire Marshal to adopt rules for establishing employer cancer prevention best practices; providing an effective date.

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

Section 1. Subsection (2), paragraph (c) of subsection (4), and subsection (6) of section 112.1816, Florida Statutes, are amended to read:

112.1816 Firefighters; cancer diagnosis.—

(2) Upon a diagnosis of cancer, a firefighter is entitled to the following benefits, as an alternative to pursuing workers' compensation benefits under chapter 440, if the firefighter has been employed by his or her employer for at least 5 continuous years, has not used tobacco products for at least the preceding 5 years, and has not been employed in any other position in the preceding 5 years which is proven to create a higher risk for any cancer:

(a) Cancer treatment covered within an employer-sponsored health plan or through a group health insurance trust fund. The employer must timely reimburse the firefighter for any out-of-

Page 1 of 3

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

18-00836A-26

2026984

pocket deductible, copayment, or coinsurance costs incurred due to the treatment of cancer. If the firefighter elects to continue coverage in the employer-sponsored health plan or group health insurance trust fund after he or she terminates employment, such benefits must be made available by his or her former employer for 10 years after the date on which the firefighter terminated employment so long as the firefighter otherwise met the criteria specified in this subsection when he or she terminated employment and was not employed as a firefighter after that date.

(b) A one-time cash payout of \$25,000, upon the firefighter's ~~initial~~ diagnosis of cancer. Such benefit must be made available by his or her former employer for 10 years after the date on which the firefighter terminates employment so long as the firefighter otherwise met the criteria specified in this subsection when he or she terminated employment and was not employed as a firefighter after that date.

(c) Leave time and employee retention benefits equivalent to those provided for other injuries or illnesses incurred in the line of duty.

~~If the firefighter elects to continue coverage in the employer-sponsored health plan or group health insurance trust fund after he or she terminates employment, the benefits specified in paragraphs (a) and (b) must be made available by the former employer of a firefighter for 10 years following the date on which the firefighter terminates employment so long as the firefighter otherwise met the criteria specified in this subsection when he or she terminated employment and was not~~

Page 2 of 3

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

18-00836A-26

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59 ~~subsequently employed as a firefighter following that date.~~

60 (4)

61 (c) Firefighters who die as a result of cancer or  
62 circumstances that arise out of the treatment of cancer are  
63 considered to have died in the manner as described in s.  
64 112.191(2) (a), and all of the benefits arising out of such death  
65 are available to the deceased firefighter's beneficiary. Such  
66 death benefits must be made available by the former employer of  
67 the firefighter for 1 year after the date on which the  
68 firefighter terminated employment so long as the firefighter  
69 otherwise met the criteria specified in this subsection when he  
70 or she terminated employment and was not employed as a  
71 firefighter after that date.

72 ~~(6) The Division of State Fire Marshal within the~~  
73 ~~Department of Financial Services shall adopt rules to establish~~  
74 ~~employer cancer prevention best practices as it relates to~~  
75 ~~personal protective equipment, decontamination, fire suppression~~  
76 ~~apparatus, and fire stations.~~

77 Section 2. This act shall take effect July 1, 2026.



**THE FLORIDA SENATE**  
**SENATOR NICK DICEGLIE**  
District 18

**Ben Albritton**  
President of the Senate

**Jason Brodeur**  
President Pro Tempore

February 4, 2026

Dear Chair Mayfield,

I respectfully request that **SB 984: Firefighter Cancer Benefits and Prevention** be placed on the agenda of the Committee on Governmental Oversight and Accountability, at your earliest convenience. If my office can be of any assistance to the committee, please do not hesitate to contact me at [DiCeglie.Nick@flsenate.gov](mailto:DiCeglie.Nick@flsenate.gov) or (850) 487-5018. Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Nick DiCeglie".

Nick DiCeglie

State Senator, District 18

*Proudly Serving Pinellas County*

Transportation Committee, Chair ~ Banking and Insurance Committee, Vice Chair ~  
Fiscal Policy Committee ~ Judiciary Committee ~  
Rules Committee ~ Joint Legislative Auditing Committee

2/11/26

The Florida Senate

# APPEARANCE RECORD

984



Meeting Date

Gov Oversight & Accountability

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Committee

Wayne "Bernie" Bernoska

Amendment Barcode (if applicable)

321-231-9116

Name

Phone

Address

343 W. Madison Street

Email

Bernie@fpp.org

Street

Tallahassee

Florida

32301

City

State

Zip

**Reset Form**

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

**Florida Professional Firefighters**

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

*While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)*

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 984 ✓

2-11-26

Meeting Date

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Governmental Oversight Millican  
Committee

Fl. fire chiefs  
ASDC

Amendment Barcode (if applicable)

Name Chief Jim Millican

Phone 727-524-5650

Address 4360-55th Ave N  
Street

Email

St Pete  
City

FL  
State

33714  
Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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S-001 (08/10/2021)

The Florida Senate

# APPEARANCE RECORD

2/11/26

Meeting Date

SD 984 ✓

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name

Elio Perez

Phone

305-762-2629

Address

17338 SW 155 Ct

Email

Street

Miami

FL

33187

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

# APPEARANCE RECORD

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Senate professional staff conducting the meeting

2/11/2026

Meeting Date

SB 0984

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name Diane North

Phone 954-849-9959

Address 2773 Woodbriar Dr

Email ncsa750@aol.com

Street

Orange Pk

City

FL

State

32073

Zip

Speaking:  For  Against  Information

**OR**

Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

*While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)*

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

---

Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

BILL: SB 1096

INTRODUCER: Senator Burgess

SUBJECT: Remedies for Violations of the Florida Civil Rights Act

DATE: February 10, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Davis</u>	<u>Cibula</u>	<u>JU</u>	<b>Favorable</b>
2.	<u>White</u>	<u>McVaney</u>	<u>GO</u>	<b>Favorable</b>
3.	_____	_____	<u>RC</u>	_____

---

## I. Summary:

SB 1096 clarifies the statute of limitation for the amount of time that a person who files an employment discrimination complaint with the Equal Employment Opportunity Commission or the Florida Human Relations Commission has to file a civil action for the alleged discrimination.

The bill provides that a complainant who chooses to file a civil action must file *no later than* 1 year after the Florida Commission issues a determination of reasonable cause or the EEOC issues a Notice of Right to Sue, whichever occurs *first*. However, if a determination is not made or a notice is not issued within 180 days after a complaint is filed, a civil action may be brought by the complainant, but no later than 18 months after the complaint was filed.

This bill is not expected to impact state and local government revenues and expenditures.

The bill takes effect July 1, 2026.

## II. Present Situation:

### Background

The Florida Civil Rights Act of 1992 (the Act) provides a forum for people to seek redress if they believe they have been discriminated against on the basis of race, color, religion, sex, pregnancy, national origin, age, handicap, or marital status.<sup>1</sup> The Florida Commission on Human Relations (Commission) is authorized to receive, investigate, hold hearings on, and act upon complaints that allege a discriminatory practice as defined in the Act.<sup>2</sup>

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<sup>1</sup> Section 760.01(2), F.S.

<sup>2</sup> Section 760.06(5), F.S.

## Procedure and Timelines

### *The Complaint Must Be Filed within 365 Days of the Alleged Violation*

Anyone who believes that he or she has been discriminated against may file a complaint with the Commission, but it must be filed within 365 days after the alleged violation. The complaint must name the employer or alleged violator, describe the violation, and the relief that is sought. On the same day that the complaint is filed with the Commission, the Commission is required to clearly stamp the filing date on the complaint. In lieu of filing the complaint with the Commission, the person alleging discrimination may file a complaint with the federal Equal Employment Opportunity Commission (EEOC)<sup>3</sup> or a unit of state government that is a fair-employment practice agency under the federal code.<sup>4</sup>

The Commission, within five days of the complaint being filed, must then send by registered mail a copy of the complaint to the alleged violator. The alleged violator then has 25 days from the date the complaint was filed to file an answer with the Commission.<sup>5</sup>

### *180 Days to Investigate and Make a Determination*

The Commission must investigate the allegations in a complaint and has 180 days after the filing date to determine if there is reasonable cause to believe that a discriminatory practice occurred in violation of the Act.<sup>6</sup> If the Commission fails, within 180 days after the complaint is filed, to determine whether there is reasonable cause, the complainant may bring a civil action or request an administrative hearing. The Commission must notify the complainant in writing of the failure to make a determination as to whether there is reasonable cause and provide the complainant with their options. The complainant then has 1 year to file a civil action after the date the Commission certifies that the notice was mailed to the complainant.<sup>7</sup>

Some people choose to dual-file a complaint with the EEOC and the Commission when they believe that their rights have been violated under federal and state law. Under a work-share agreement with the EEOC, both entities act as agents for each other and only one agency investigates a claim. This avoids duplicating an investigation. If the EEOC issues a determination, that serves as a determination for both agencies.<sup>8</sup>

If the EEOC conducts an investigation, it generally has 180 days to resolve the charge. If the EEOC finds reasonable cause to believe a violation has occurred, it will issue a Notice of Right to Sue to the complainant and the notice serves as the determination for both the EEOC and the Commission.<sup>9</sup>

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<sup>3</sup> The EEOC is authorized to investigate discrimination charges against employers who are covered under federal law. See U.S. Equal Employment Opportunity Commission, *Overview, Authority & Role*, <https://www.eeoc.gov/overview> (last visited Jan. 29, 2026).

<sup>4</sup> Section 760.11(1), F.S.

<sup>5</sup> *Id.*

<sup>6</sup> Section 760.11(3), F.S.

<sup>7</sup> Section 760.11(8), F.S.

<sup>8</sup> Florida Commission on Human Relations, *You Ask, We Answer ...*, Case Status With EEOC, <https://fchr.myflorida.com/faq-frequently-asked-questions> (last visited Jan. 28, 2026).

<sup>9</sup> *Id.*, and U.S. Equal Employment Opportunity Commission, *After You Have Filed a Charge*, <https://www.eeoc.gov/after-you-have-filed-charge> (last visited Jan. 28, 2026).

### ***Statute of Limitation - A Civil Action Must Be Brought Within 1 Year***

A statute of limitations is a law that bars a legal claim after a specific period of time. Its purpose is to bring finality to a legal situation. The statute also serves to ensure that claims will be resolved while evidence is available, before memories fade, and before witnesses can no longer be found.<sup>10</sup>

If the Commission determines that there is reasonable cause to believe that employment discrimination occurred, the aggrieved person may either bring a civil action against the employer named in the complaint or request an administrative hearing.<sup>11</sup> A civil action must be brought within 1 year after the date the Commission determines that reasonable cause exists.<sup>12</sup> However, the statute is silent on when a civil action must be filed when the EEOC conducts the investigation. This omission has led to confusion for attorneys who represent claimants as well as defense attorneys who represent business interests.<sup>13</sup> A plaintiff's attorney could be sued for malpractice if he or she files an action after the deadline has passed for filing a claim. A defense attorney who is not made aware of a potential lawsuit until years after the alleged violation occurred is then tasked with locating evidence and witnesses that might no longer be available.

### **III. Effect of Proposed Changes:**

The bill clarifies and limits the amount of time a person has to file a civil action for employment discrimination after filing an employment discrimination complaint with the Florida Human Relations Commission or the Equal Employment Opportunity Commission. This will resolve confusion for litigants who are uncertain what the time constraints are for filing a civil action for discrimination.

#### **When a Determination of Reasonable Cause or a Notice of Right to Sue is Issued**

Existing law provides that a civil action must be brought "no later than 1 year" after the Commission issues a determination of reasonable cause. The bill similarly establishes that someone who chooses to file a civil action must do so no later than 1 year after the EEOC issues a Notice of Right to Sue. The 1-year time frame for filing a civil action begins when the *first* organization, whether the Commission or the EEOC, issues its decision.

#### **When a Determination of Reasonable Cause or a Notice of Right to Sue is *Not* Issued**

If, however, a determination of reasonable cause is not made by the Commission or a Notice of Right to Sue is not issued by the EEOC within 180 days after the filing of the complaint, a civil

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<sup>10</sup> BLACK'S LAW DICTIONARY (12th ed. 2024).

<sup>11</sup> Section 760.11(4), F.S., Pursuant to s. 760.07, F.S., if the statute prohibiting unlawful discrimination provides an administrative remedy, the plaintiff must first exhaust his or her administrative remedy.

<sup>12</sup> Section 760.11(5), F.S.

<sup>13</sup> See *Davis v. Big Bend Hospice, Inc.*, 419 So. 3d 272 (Fla. 1st DCA 2025). In *Davis*, the First District Court of Appeal wrestled with the existing statutory language and prior case law to determine the limitations period for filing an employment discrimination lawsuit after the EEOC dismissed the complainant's claim and issued a right to sue letter, but the Commission did not follow through with the ministerial function of providing the complainant with its own notice dismissing the claim. The court certified conflict with other decisions issued by the Second District and Fourth District Court of Appeal.

action for employment discrimination may be brought by the complainant no later than 18 months after the filing of the complaint.

The bill takes effect July 1, 2026.

**IV. Constitutional Issues:**

A. Municipality/County Mandates Restrictions:

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, or reduce the percentage of state tax shared with counties or municipalities.

B. Public Records/Open Meetings Issues:

None.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

None.

C. Government Sector Impact:

This bill is not expected to impact state and local government revenues and expenditures.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends sections 760.11 and 760.0 of the Florida Statutes.

**IX. Additional Information:**

**A. Committee Substitute – Statement of Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

**B. Amendments:**

None.

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This Senate Bill Analysis does not reflect the intent or official position of the bill's introducer or the Florida Senate.

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By Senator Burgess

23-00889A-26

20261096\_\_

1 A bill to be entitled  
 2 An act relating to remedies for violations of the  
 3 Florida Civil Rights Act; amending s. 760.11, F.S.;  
 4 revising the timeframe when a civil action may be  
 5 brought for violations of the act; providing that if  
 6 the Florida Commission on Human Relations or the Equal  
 7 Employment Opportunity Commission does not make a  
 8 determination within a specified timeframe, the  
 9 complainant may bring a civil action within a  
 10 specified timeframe; reenacting s. 760.07, F.S.,  
 11 relating to remedies for unlawful discrimination, to  
 12 incorporate the amendment made to s. 760.11, F.S., in  
 13 a reference thereto; providing an effective date.  
 14  
 15 Be It Enacted by the Legislature of the State of Florida:  
 16  
 17 Section 1. Subsection (5) of section 760.11, Florida  
 18 Statutes, is amended to read:  
 19 760.11 Administrative and civil remedies; construction.-  
 20 (5) In any civil action brought under this section, the  
 21 court may issue an order prohibiting the discriminatory practice  
 22 and providing affirmative relief from the effects of the  
 23 practice, including back pay. The court may also award  
 24 compensatory damages, including, but not limited to, damages for  
 25 mental anguish, loss of dignity, and any other intangible  
 26 injuries, and punitive damages. Sections 768.72 and 768.73 ~~The~~  
 27 ~~provisions of ss. 768.72 and 768.73~~ do not apply to this  
 28 section. The judgment for the total amount of punitive damages  
 29 awarded under this section to an aggrieved person may ~~shall~~ not

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CODING: Words ~~stricken~~ are deletions; words underlined are additions.

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20261096\_\_

30 exceed \$100,000. In any action or proceeding under this  
 31 subsection, the court, ~~in its discretion,~~ may allow the  
 32 prevailing party a reasonable attorney fees ~~attorney's fee~~ as  
 33 part of the costs. It is the intent of the Legislature that  
 34 ~~attorney this provision for attorney's fees~~ be interpreted in a  
 35 manner consistent with federal case law involving a Title VII  
 36 action. The right to trial by jury is preserved in any such  
 37 private right of action in which the aggrieved person is seeking  
 38 compensatory or punitive damages, and any party may demand a  
 39 trial by jury. The commission's determination of reasonable  
 40 cause is not admissible into evidence in any civil proceeding,  
 41 including any hearing or trial, except to establish for the  
 42 court the right to maintain the private right of action. A civil  
 43 action brought under this section must be filed ~~shall be~~  
 44 ~~commenced~~ no later than 1 year after the date of determination  
 45 of reasonable cause by the commission or the issuance of a  
 46 Notice of Right to Sue from the Equal Employment Opportunity  
 47 Commission, whichever occurs first. If a determination is not  
 48 made by the commission or a Notice of Right to Sue is not issued  
 49 by the Equal Employment Opportunity Commission within 180 days  
 50 after the filing of the complaint, a civil action may be brought  
 51 by the complainant under this subsection no later than 18 months  
 52 after the filing of the complaint. The filing commencement of  
 53 such action divests ~~shall divest~~ the commission of jurisdiction  
 54 of the complaint, except that the commission may intervene in  
 55 the civil action as a matter of right. Notwithstanding this  
 56 subsection the above, the state and its agencies and  
 57 subdivisions may ~~shall~~ not be liable for punitive damages. The  
 58 total amount of recovery against the state and its agencies and

Page 2 of 3

CODING: Words ~~stricken~~ are deletions; words underlined are additions.

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59 subdivisions may ~~shall~~ not exceed the limitation as set forth in  
60 s. 768.28(5).

61 Section 2. For the purpose of incorporating the amendment  
62 made by this act to section 760.11, Florida Statutes, in a  
63 reference thereto, section 760.07, Florida Statutes, is  
64 reenacted to read:

65 760.07 Remedies for unlawful discrimination.—Any violation  
66 of any Florida statute that makes unlawful discrimination  
67 because of race, color, religion, gender, pregnancy, national  
68 origin, age, handicap, or marital status in the areas of  
69 education, employment, or public accommodations gives rise to a  
70 cause of action for all relief and damages described in s.  
71 760.11(5), unless greater damages are expressly provided for. If  
72 the statute prohibiting unlawful discrimination provides an  
73 administrative remedy, the action for equitable relief and  
74 damages provided for in this section may be initiated only after  
75 the plaintiff has exhausted his or her administrative remedy.  
76 The term “public accommodations” does not include lodge halls or  
77 other similar facilities of private organizations which are made  
78 available for public use occasionally or periodically. The right  
79 to trial by jury is preserved in any case in which the plaintiff  
80 is seeking actual or punitive damages.

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



The Florida Senate

## Committee Agenda Request

**To:** Senator Debbie Mayfield, Chair  
Committee on Governmental Oversight and Accountability

**Subject:** Committee Agenda Request

**Date:** February 4, 2026

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I respectfully request that **Senate Bill # 1096**, relating to Remedies for Violations of the Florida Civil Rights Act, be placed on the:

- committee agenda at your earliest possible convenience.
- next committee agenda.

A handwritten signature in blue ink that reads "Danny".

---

Senator Danny Burgess  
Florida Senate, District 23

CC: Joe McVaney, Staff Director  
CC: Tamra Redig, Committee Administrative Assistant

2/11/2026

The Florida Senate  
**APPEARANCE RECORD**

SB 1096

Meeting Date

Gov Oversight

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name **Carolyn Johnson**

Phone **850-521-1200**

Address **136 S Bronough St**

Email **cjohnson@flchamber.com**

Street

**Tallahassee**

**FL**

**32301**

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

**FL Chamber of Commerce**

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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**BILL:** PCS/SB 1296 (655050)

**INTRODUCER:** Governmental Oversight and Accountability Committee

**SUBJECT:** Public Employees Relations Commission

**DATE:** February 10, 2026      **REVISED:** \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	Harmsen	McVaney	GO	<b>Pre-meeting</b>
2.	_____	_____	AEG	_____
3.	_____	_____	FP	_____

**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

**I. Summary:**

PCS/SB 1296 amends several provisions relating to ch. 447, F.S., which governs public employee unions in the state. Specifically, the bill:

- Updates the Public Employee Relations Commission’s registration, certification, and recertification processes for employee organizations (unions).
- Requires a showing of interest form, signed by a bargaining unit employee within the last 12 months, to be submitted with an application for certification or recertification.
- Clarifies the bargaining unit process which allows determination of the unit after a change in case or statutory law.
- Institutes a two-tier voting threshold for the certification, recertification, and decertification of an employee organization where public safety employee organizations may be certified or recertified by a majority of the employees who vote in the election, and non-public safety employee organizations may be certified or recertified by a majority vote of the employees in the bargaining unit.
- Narrows paid union leave for non-public safety union members to only those situations where the union fully reimburses the public employer for the employee’s time performing duties that are directly-related to the union, such as engaging in collective bargaining, participating in grievances, or representing other employees in disciplinary proceedings. This does not apply to unions for public safety field workers, whose members may still engage in paid union leave for these activities without the union having to fully reimburse the public employer.

- Requires a public employer to allow equal access to any employee organization or not-for-profit organization to access its communal spaces or communications systems that it allows other employee organizations or its affiliate.
- Institutes a fast-track impasse process for local government salary increases as specifically appropriated by the Legislature which require modification of a bargaining agreement. This does not apply to public safety units.
- Conforms various hearing procedures and timeframes to those in ss. 120.569 and 120.57, F.S., of the Administrative Procedures Act

The bill is not expected to affect state and local government revenues and expenditures.

The bill takes effect on July 1, 2026.

## II. Present Situation:

### Right-to-Work

The State Constitution provides that the “right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization.”<sup>1</sup> Based on this constitutional right, Florida is regarded as a “right-to-work” state.

### Collective Bargaining

The State Constitution also guarantees that “the right of employees, by and through a labor organization, to bargain collectively shall not be denied or abridged.”<sup>2</sup> To implement this constitutional provision, the Legislature enacted ch. 447, F.S., which provides that the purpose of collective bargaining is to promote cooperative relationships between the government and its employees and to protect the public by assuring the orderly and uninterrupted operations and functions of government.<sup>3</sup>

Public employees have the right to form, join, participate in, and be represented by an employee organization of their own choosing or to refrain from forming, joining, participating in, or being represented by an employee organization.<sup>4</sup> Regardless of membership in an employee organization (union), each employee is subject to the negotiated collective bargaining agreement that is applicable to the employee’s position. Through collective bargaining, public employees<sup>5</sup>

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<sup>1</sup> FLA. CONST. art. 1, s. 6.

<sup>2</sup> *Id.*

<sup>3</sup> Section 447.201, F.S. *See also*, Gregg Morton, *Unfair Labor Practices in Florida’s Public Sector Workplaces*, FLA. B. J., Sept./Oct. 2019, at 41, <https://www.floridabar.org/the-florida-bar-journal/unfair-labor-practices-in-floridas-public-sector-workplaces/> (last visited Jan. 28, 2026).

<sup>4</sup> Section 447.301(1) and (2), F.S.

<sup>5</sup> Section 447.203(3), F.S., defines the term “public employee” to mean any person employed by a public employer except:

collectively negotiate with their public employer<sup>6</sup> in the determination of the terms and conditions of their employment.<sup>7</sup> The Public Employees Relations Commission (commission) is responsible for assisting in resolving disputes between public employees and public employers.<sup>8</sup> Employee organizations can be certified as a bargaining agent through a process overseen by the commission.

### ***Registration of Employee Organization***

An employee organization<sup>9</sup> that seeks to become a certified bargaining agent for public employees must register with the commission prior to (a) requesting recognition by a public employer for purposes of collective bargaining and (b) submitting a petition to the commission to request certification as an exclusive bargaining agent.<sup>10</sup> The application for registration must include:

- The name and address of the organization and of any parent organization or organization with which it is affiliated;
- The names and addresses of the principal officers and all representatives of the organization;
- The amount of the initiation fee, and the amount and collection frequency of the dues and uniform assessments that members must pay;
- The current annual financial statement of the organization as prepared by an independent certified public accountant who is licensed under ch. 473, F.S.;
- The name of its business agent and local agent for service of process, if any, and the addresses where such person or persons can be reached;
- A pledge, in a form prescribed by the commission, that the employee organization will conform to the laws of the state and that it will accept members without regard to age, race, sex, religion, or national origin;

- 
- (a) Persons appointed by the Governor or elected by the people, agency heads, and members of boards and commissions.
  - (b) Persons holding positions by appointment or employment in the organized militia.
  - (c) Individuals acting as negotiating representatives for employer authorities.
  - (d) Persons who are designated by the commission as managerial or confidential employees pursuant to criteria contained herein.
  - (e) Persons holding positions of employment with the Florida Legislature.
  - (f) Persons who have been convicted of a crime and are inmates confined to institutions within the state.
  - (g) Persons appointed to inspection positions in federal/state fruit and vegetable inspection service whose conditions of appointment are affected by the following:
    1. Federal license requirement.
    2. Federal autonomy regarding investigation and disciplining of appointees.
    3. Frequent transfers due to harvesting conditions.
  - (h) Persons employed by the Public Employees Relations Commission.
  - (i) Persons enrolled as undergraduate students in a state university who perform part-time work for the state university.

<sup>6</sup> The term "public employer" means the state or any county, municipality, or special district or any subdivision or agency thereof that the commission determines has sufficient legal distinctiveness properly to carry out the functions of a public employer. Section 447.203(2), F.S.

<sup>7</sup> Section 447.301(2), F.S.

<sup>8</sup> Section 447.201(3), F.S.

<sup>9</sup> Section 447.203(11), F.S., defines employee organization as any "labor organization, union, association, fraternal order, occupational or professional society, or group, however organized or constituted, which represents, or seeks to represent, any public employee or group of public employees concerning any matters relating to their employment relationship with a public employer."

<sup>10</sup> Section 447.305(1), F.S.

- A copy of the current constitution and bylaws of the employee organization; and
- A copy of the current constitution and bylaws of the state and national groups with which the employee organization is affiliated or associated. In lieu of this provision, and upon adoption of a rule by the commission, a state or national affiliate or parent organization of any registering labor organization may annually submit a copy of its current constitution and bylaws.<sup>11</sup>

A registration granted to an employee organization is valid for one year from the date of issuance. A registration must be renewed annually by filing an application for renewal under oath with the commission. An application for renewal must reflect any changes in the information provided to the commission in conjunction with the employee organization's preceding application for registration or previous renewal. Each application for renewal of registration must include a current annual financial statement with the following information:<sup>12</sup>

- Assets and liabilities at the beginning and end of the fiscal year;
- Receipts of any kind and the sources thereof;
- Disbursements by category;
- Salary, allowances, and other direct or indirect disbursements to each officer and to each employee who received during the fiscal year more than \$10,000 in the aggregate from the employee organization and any affiliated employee organization;
- Direct and indirect loans made to any officer, employee, member which aggregated more than \$250 during the fiscal year; and
- Direct and indirect loans to any business enterprise.

A registration fee of \$15 must be submitted for each registration and renewal.<sup>13</sup>

In addition to the information above, certain employee organizations<sup>14</sup> must submit the following information for any renewal of registration:

- The number of employees in the bargaining unit who are eligible for representation by the employee organization.
- The number of employees in the bargaining unit who have submitted signed membership authorization forms without a subsequent revocation of such membership.
- The number of employees in the bargaining unit who paid dues to the employee organization.
- The number of employees in the bargaining unit who did not pay dues to the employee organization.
- Documentation provided by an independent certified public accountant retained by the employee organization which verifies the information provided.<sup>15</sup>

The commission may initiate an investigation to conform the validity of the information submitted in the registration or renewal of registration. The commission may revoke or deny an employee organization's registration or certification if it finds that the employee organization

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<sup>11</sup> Section 447.305(1)(a-h), F.S.

<sup>12</sup> Section 447.305(2), F.S.

<sup>13</sup> Section 447.305(10), F.S.

<sup>14</sup> Employee organizations that have been certified as the bargaining agent to represent law enforcement officers, correctional officers, correctional probation officers, or firefighters are exempt from providing this information. Section 447.305(9), F.S.

<sup>15</sup> Section 447.305(3), F.S.

failed to cooperate with the investigation or intentionally misrepresented the submitted information.<sup>16</sup>

### ***Certification of Employee Organization as Bargaining Agent***

After registering with the commission, an employee organization may begin the certification process. Any employee organization that is selected by a majority of public employees in a designated unit as their representative for collective bargaining purposes can request recognition by the public employer.

The employer, if satisfied as to the majority status of the employee organization and the appropriateness of the unit, must recognize the employee organization as the collective bargaining representative of employees in the designated unit. Following recognition by the employer, the employee organization must immediately petition the commission for certification.<sup>17</sup> The commission will review only the appropriateness of the unit proposed by the employee organization. Appropriateness is defined as the history of employee relations within the organization of the public employer concerning organization and negotiation and the interest of the employees and the employer.<sup>18</sup> If the unit is appropriate, the commission will immediately certify the employee organization as the exclusive representative of all employees in the unit. If the unit is inappropriate, the commission may dismiss the petition.

If the public employer refuses to recognize the employee organization, the employee organization may file a petition with the commission for certification as the bargaining agent. The petition has to be accompanied by dated statements signed by at least 30 percent of the employees in the proposed unit. Both the employee organization's petition and the interested employees' dated signed statements are confidential and exempt from disclosure pursuant to public records laws.<sup>19</sup> The commission will investigate the petition to determine its sufficiency, provide for an appropriate hearing upon notice, and may order an election by secret ballot. Any registered employee organization that desires to be placed on the ballot in any election may be permitted by the commission to intervene. If an employee organization is selected by the majority of the employees *who vote* in the election, the commission must certify the employee organization as the exclusive collective representative for all employees in the unit.<sup>20</sup>

### ***Authority of the Certified Bargaining Agent***

The certified bargaining agent and the chief executive of the public employer must bargain collectively and in good faith in the determination of wages, hours, and terms and conditions of employment of the employees.<sup>21</sup> Any collective bargaining agreement reached between the parties must be put in writing and signed by the chief executive officer and the bargaining

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<sup>16</sup> Section 447.305 (8), F.S.

<sup>17</sup> Section 447.307(1)(a), F.S.

<sup>18</sup> Section 447.307(4)(f), F.S.

<sup>19</sup> Section 447.307(2), F.S.

<sup>20</sup> Section 447.307(3)(a-d), F.S.

<sup>21</sup> Section 447.309(1), F.S.

agent.<sup>22</sup> Such agreement is not binding on the employer until the agreement has been ratified by the employer and the employees in the bargaining unit.<sup>23</sup>

Current law prohibits a collective bargaining agreement from providing for a term of existence of more than three years and requires the agreement to contain all of the terms and conditions of employment of the employees during such term.<sup>24</sup> The bargaining agent also has the authority to process grievances to settle disputes between the employer and the employees in the bargaining unit.<sup>25</sup>

### **Revocation of Certification**

An employee or group of employees who no longer desires to be represented by the certified bargaining agent may file with the commission a petition to revoke certification. The petition must be accompanied by dated statements signed by at least 30 percent of the employees in the unit, indicating that such employees no longer desire to be represented by the certified bargaining agent. If the commission finds the petition to be sufficient, it must immediately order an election by secret ballot.<sup>26</sup>

If a majority of voting employees vote against the continuation of representation by the certified bargaining agent, the organization's certification is revoked.<sup>27</sup> Otherwise, the employee organization is retained as the exclusive bargaining agent for the unit.<sup>28</sup>

### **Recertification**

An employee organization that has applied for a renewal of its registration must petition for recertification as a bargaining unit if it has less than 60 percent of its unit members paying dues during the prior registration period. If the employee organization fails to petition the commission for recertification as the exclusive representative of the bargaining unit within one month of its application of renewal of registration, the certification is revoked.<sup>29</sup>

The commission may initiate an investigation to confirm the validity of the information submitted in the renewal of registration. The commission may revoke or deny an employee organizations registration or certification if the commission finds that the employee organization failed to cooperate with the investigation or intentionally misrepresented the information submitted on the registration or renewal.<sup>30</sup>

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<sup>22</sup> *Id.*

<sup>23</sup> *Id.*

<sup>24</sup> Section 447.309(5), F.S.

<sup>25</sup> Section 447.401, F.S.

<sup>26</sup> Section 447.308(1), F.S.

<sup>27</sup> Section 447.308(2), F.S.

<sup>28</sup> Section 447.308(3), F.S.

<sup>29</sup> Section 447.305(6), F.S.

<sup>30</sup> Section 447.305(8), F.S.

## Membership in an Employee Organization

Since July 1, 2023, employees eligible for representation must sign a membership authorization form in order to be a member of an employee organization. The form must be prescribed by the commission and contain certain information and statements. A member of an employee organization must be allowed to revoke membership at any time upon the employee organization's receipt of the written revocation. The commission is granted rulemaking authority to implement the requirements of the membership authorization form and the revocation of membership.<sup>31</sup> The commission has prescribed a membership authorization form,<sup>32</sup> which requires certain information regarding the employee organization and other information specific to the employee. The employee organization or another person may assist the employee in completing the form. The employee must sign and date the form.

The provisions requiring a signed membership form and the provisions relating to the revocation of membership do not apply to members of an employee organization certified as a bargaining agent to represent law enforcement officers, correctional officers, correctional probation officers, and firefighters.<sup>33</sup>

## Impasse Resolution

Under current law, when a public employer and a bargaining agent are unable to reach an agreement after a reasonable period of negotiation, either party may declare that the negotiations are at impasse. An impasse is deemed to occur when one of the parties provides written notice of the impasse to the other party and the commission. Upon declaration of an impasse, the parties may seek the assistance of a mediator to facilitate a resolution.<sup>34</sup> If mediation is not used, or upon request of either party, the commission must appoint a special magistrate acceptable to both parties, or if the parties cannot agree, the commission must select a qualified special magistrate. The parties may also agree in writing to waive the appointment of a special magistrate and proceed directly to legislative resolution of the impasse.<sup>35</sup>

The special magistrate must conduct hearings to define the disputed issues, determine relevant facts, and render a recommended order. Recommended orders must be transmitted to the commission and the parties involved by certified mail, with return receipt requested. The recommended order is deemed approved unless a party files a written rejection within a specified timeframe. If either party rejects, the impasse proceeds to the legislative body of the public employer. The chief executive officer and the employee organization must submit their recommendations to the legislative body, which then conducts a public hearing and takes an action it deems to be in the public interest to resolve the disputed issues. The legislative body's action may become binding for the remainder of the fiscal year under certain circumstances.<sup>36</sup>

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<sup>31</sup> Section 447.301(1), F.S.

<sup>32</sup> PERC, *Employee Organization Membership Authorization Form*, <https://perc.myflorida.com/forms/PERC%20FORM%202023-1.101%20WITH%20INSTRUCTIONS.pdf> (last visited Jan. 28, 2026).

<sup>33</sup> Section 447.301(1)(b)6., F.S.

<sup>34</sup> Section 447.403(1), F.S.

<sup>35</sup> Section 447.403(2)(a), F.S.

<sup>36</sup> Section 447.403(3)-(4), F.S.

If the employer is the Governor, no mediator or special magistrate must be appointed.<sup>37</sup> Instead, the unresolved impasse issues must be presented to the Legislature during the regular session, where a joint committee appointed by the presiding officers conducts a public hearing and the Legislature takes action in accordance with law.<sup>38</sup>

### ***Financial Urgency***

In the event of a financial urgency requiring modification of a collective bargaining agreement, current law requires the public employer and bargaining agent to meet as soon as practicable to negotiate the impact of the financial urgency. If the parties are unable to reach an agreement within 14 days, an impasse is deemed to have occurred and must be declared in writing to the other party and the commission. The parties are prohibited from filing an unfair labor practice charge during the 14-day negotiation period.<sup>39</sup>

### **“Union Release Time” or “Paid Union Leave”**

Release time is a negotiated benefit wherein a public employer releases an employee from duty work during work hours to tend to union activities or business while being compensated by the public employer. The provision of release time is a contractual benefit, not statutory, that may be found in the collective bargaining agreement, school board policy, personnel manual, or other procedures and practices.<sup>40</sup>

Florida law provides that “a public employer or their agent or representative is prohibited from [...] contributing financial support to a union.”<sup>41</sup> Therefore, release time cannot constitute a payment or benefit to the union in the form of salary paid to the employee for union work. Employer-funded release time does not violate the law if the paid release time is used for official union business,<sup>42</sup> such as the direct representation of employees in grievances, discipline meetings, or contract negotiations.<sup>43</sup> The commission has found other activities, such as attendance at a union-sponsored picnic, lobbying for political issues, coordinating with other unions, or the continued payment of a salary for unspecified union activities, to be an improper use of release time that constitutes an unfair labor violation prohibited by Florida law.<sup>44</sup>

Currently, collective bargaining agreements for public employee unions representing state employees provide for release time in the following manners:

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<sup>37</sup> Section 447.403(1)-(2), F.S.

<sup>38</sup> Section 447.403(5), F.S.

<sup>39</sup> Section 447.4095, F.S.

<sup>40</sup> School Board of Volusia County, Michael Dyer, *Avoiding Paid Union Leave Pitfalls After PERC’s Decision in Allen v. United Faculty of Miami-Dade College*: A presentation to the Florida Education Negotiators, Volusia County Schools (Jan. 27, 2017), <https://www.flfen.org/wp-content/uploads/2017/02/Paid-union-leave-presentation-to-FEN-2017.pdf.pdf> (last visited Jan. 28 2026).

<sup>41</sup> Section 457.501(1)(e), F.S.

<sup>42</sup> *In re City of Jacksonville*, 13 FPER 1118250 (1987).

<sup>43</sup> *United Faculty of Florida v. Florida A&M University Board of Trustees*, 32 FPER 34 (2006).

<sup>44</sup> *Del Pino Allen v. Miami-Dade College*, CA-2015-070 (May 27, 2016), <https://perc.myflorida.com/download.aspx?Prefix=CA&CaseYr=15&CaseNo=070&File=CA15070-Ord17-052716103809.pdf> (Last visited Jan. 28, 2026).

- The Fraternal Order of Police provides administrative leave to union employees for the purposes of attending a consultation meeting with designated representatives of the state. Union representative employees may also use work hours to attend union negotiations with the State and use up to 8 hours of administrative leave to attend a negotiation preparatory meeting held during normal work hours.<sup>45</sup>
- The Florida State Fire Service Association (FSFSA) allows union representatives to be excused from their regular duties, “without loss of pay,” for time used during a normal working hours spent to consult with the Secretary of the DMS on non-grievance matters. The agreement further provides administrative leave with pay for up to six employees in the bargaining unit to attend each single-day session as Negotiation Committee members. For negotiation preparation, the FSFSA President is permitted up to 16 hours of paid leave per fiscal year; the remaining five members of the negotiation committee are allowed to take up to 8 hours of leave with pay, not to exceed 40 hours per fiscal year.<sup>46</sup>
- The Florida Police Benevolent Association (FPBA) provides union members in its Highway Patrol unit up to 8 hours of administrative leave for time spent in consultation with the Secretary of the DMS regarding non-grievance union matters, and, for up to four employees, administrative leave to attend negotiating sessions and negotiation preparatory meetings.<sup>47</sup>
- The FPBA’s Law Enforcement unit deems time spent during normal work hours in consultation with the Secretary of the DMS regarding non-grievance union matters work hours. It additionally grants administrative leave for up to eight employees to attend negotiation sessions with the State and up to a day of administrative leave for those employees who participate in a negotiation preparatory meeting.<sup>48</sup>
- The FPBA’s Security Services unit members may use work hours to consult with the Secretary of DMS regarding non-grievance matters (limited for up to three union representatives), and to meet with the Step-1 Management Representative. The agreement further provides administrative leave to an unspecified number employees who serve on its Negotiation Committee for the purposes of attending negotiating sessions with the State and negotiation preparatory meetings (if the preparatory meetings occurs during normal work hours). The total number of hours, including the hours spent in negotiation preparatory meetings, paid to all employees on the FPBA’s Negotiation Committee cannot exceed 1,000 hours. The agreement lastly permits any employee in the unit to request leave without pay,

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<sup>45</sup> The Florida State Lodge Fraternal Order of Police, Inc., *Special Agent Bargaining 2023-2026 Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 9: Negotiations*, 6-7, <https://dms-media.ccplatform.net/content/download/439818/file/FOP-Special%20Agent%20Unit%20-%20FY%202025-2026%20Reopener%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>46</sup> Florida State Fire Service Association, *Fire Service Bargaining Unit 2025-2026 Imposed Agreement, Article 5: Representation Rights*, 5-7, <https://dms-media.ccplatform.net/content/download/440458/file/FSFSA%20-%20Fire%20Service%20Unit%20-%20FY%202025-2026%20Imposed%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>47</sup> Florida Police Benevolent Association, *Florida Highway Patrol Bargaining Unit 2023-2026 Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 5: Employee Representation and PBA Activities*, 5-7, <https://dms-media.ccplatform.net/content/download/439817/file/FHP%20-%20Florida%20Police%20Benevolent%20Association%20FY%202025-2026%20Reopener%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>48</sup> Florida Police Benevolent Association, *Law Enforcement Bargaining Unit 2023-2026 Successor Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 5: Employee Representation and PBA Activities*, 5-7, <https://dms-media.ccplatform.net/content/download/439816/file/PBA-Law%20Enforcement%20Unit%202025-2026%20Reopener%20Agreement%20%2810-13-2025%29.pdf> (last visited Jan. 30, 2026).

annual, or compensatory leave for the purpose of attending FPBA conventions, conferences, and meetings.<sup>49</sup>

### III. Effect of Proposed Changes:

#### Membership Authorization and Dues Collection

**Section 5** creates a definition of “membership dues” to include any amount a member is required to pay in exchange for membership in an employee organization, including, but not limited to employee organization dues; uniform assessments; and fees, including initiation fees. This section also amends the definition of a “membership dues deduction” to conform to this definition.

**Section 8** amends s. 447.301, F.S., establish a 30-day period by which an employee organization must revoke the employee’s membership and cease collection of his or her dues, if requested. This section also makes technical, non-substantive updates.

A public employee who wishes to become a member of a union must sign and date a membership authorization. Section 8 expands the information required on the membership authorization to include wages and fringe benefits paid or accruing to the employee organization’s five highest compensated officers and employees, and clarifies that a membership form is valid if it meets the requirements in law at the time the employee signed it (and has not subsequently revoked his or her membership). Section 10 expands the registration renewal application to include this information.

**Section 9** amends s. 447.303, F.S., to conform to the definition of “membership dues” created in the bill. It also requires a public safety unit employee—a law enforcement officer, correctional officer, correctional probation officer, firefighter, public safety telecommunicator, emergency medical technician, or paramedic—to request membership dues deduction directly of his or her employer. Previously, the bargaining unit for the public safety unit employee could request to start the deductions.

#### Employee Organization Registrations

Current law requires an employee organization to register before being certified as a bargaining agent and to annually renew its registration through a registration renewal application. The registration renewal application must include an annual financial statement prepared by an independent certified public accountant and a specified list of other information about the employee organization.

Section 120.60, F.S., provides timeframes for agency responses to applications for licensure and dictates that an application must be approved or denied within 90 days after receipt of a completed application. **Section 3** amends s. 120.80, F.S., to exempt the commission’s

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<sup>49</sup> Florida Police Benevolent Association, *Security Services Bargaining Unit Reopener Agreement for Fiscal Year 2025-2026, Article 5: PBA Activities and Employee Representation*, 5-7, <https://dms-media.ccplatform.net/content/download/424901/file/PBA-Security%20Services%20Unit%20-%20FY%202025-2026%20Reopener%20Agreement%20CLEAN%20FINAL1%20%28CORR%208-21-25%29.pdf> (last visited Jan. 30, 2026).

consideration of an application for *registration* from s. 120.60, F.S. Current law also exempts the *certification* of employee organizations from s. 120.60, F.S. The bill supplants the s. 120.60, F.S., response timeframes with a similar requirement that the commission notifies the bargaining agent when its registration submission is complete but does not allow for approval of an application under ch. 447, F.S., if it is not timely acted upon by the commission. (See section 10, which amends s. 447.305(6), F.S.)

**Section 10** amends s. 447.305, F.S., to expand the registration renewal submission requirements to include:

- The wages and fringe benefits paid or accruing to its top five officers and employees.
- Reporting of any reimbursements paid by the employee organization to a public employer for moneys paid by the public employer to the employee organization's officers or employees.
- The amount of membership dues retained by or distributed to the employee organization, any parent organization of the employee organization, and any affiliate of either the employee or parent organization.

The bill separately requires a bargaining agent to include in its renewal registration application the following information on the 30<sup>th</sup> day immediately preceding the date of its current registration's expiration:

- The certification number for each bargaining unit for which the bargaining agent is certified. This number is assigned by the commission after the bargaining unit's certification.
- For each certification, the number of employees in the bargaining unit who paid full membership dues sufficient to maintain membership in good standing with the bargaining agent. This is distinct from current law, which requires the number of employees in the bargaining unit who did and did not pay dues to the employee organization. An agreed-upon procedures report performed by a CPA to assist with the commission's determination of the accuracy is provided as part of the renewal registration.

An agreed-upon procedures report is a standardized type of review established by the American Institute of Certified Public Accountants.

The bill clarifies that an employee organization must provide its financial report, included in its registration application, within 30 days of its filing with the commission. The bill also adds a requirement that the employee organization send a copy of the renewal registration application to the public employer (also within 30 days).

The bill extends the deadline for a bargaining agent to cure deficiencies in its registration renewal application from 10 to 30 days before the commission must dismiss the application. The commission must notify the bargaining agent once its renewal submission is deemed complete; the bill provides that a bargaining agent's failure to cure its registration renewal after this notification, must result in the application's dismissal by the commission within 30 days after its notice. The commission must notify the bargaining agent after it has met the required registration or registration renewal application requirements. Within 30 days thereafter, the bargaining agent must petition for recertification for any of its bargaining units for which less than 60 percent of the employees in the bargaining unit have submitted membership authorization forms and paid membership dues to the organization, as reported in its application.

If an employee organization fails to comply with any of the requirements in s. 447.305, F.S., as described above, the commission must revoke its certification and the employee organization is barred from seeking certification for that bargaining unit for 12 months. This provision does not apply to public safety units.

A public employer or employee may challenge a registration renewal application based on material inaccuracies only, whereas current law allows a challenge based on minor or technical errors. Such a challenge may only be brought while the application is pending, or if the registration renewal has been granted, before the bargaining agent's current registration is scheduled to end.

### **Certification, Recertification, and Decertification of Employee Organizations**

**Section 11** removes a public employer's option to recognize an employee organization as appropriate representative for the purposes of collective bargaining and instead routes all employee organization certifications and recertifications immediately through the commission, which conducts an election process. The commission still grants, by final order, the certification or recertification of the employee organization pursuant to the outcome of the election.

#### ***Petition for Certification or Recertification***

**Section 11** replaces the term "dated statements" with "showing of interest." This technical change is made throughout the bill.

A showing of interest is a written statement that is signed and dated by an appropriate employee who wishes to be, or to no longer be, represented by the bargaining agent for purposes of collective bargaining.<sup>50</sup> All employee organizations must include a collection of showing of interest cards from at least 30 percent of the public employees in the proposed bargaining unit in its certification or recertification petition.<sup>51</sup> However, the bill institutes a new requirement that the showing of interest cards must have been signed and dated by the public employees not more than 12 months before the employee organization filed its petition for certification or recertification—there is no expiration to the showing of interest required in current law. This petition ultimately prompts an election; the commission now sets the election's date with "due notice."

#### ***Certification or Recertification Election and Vote Thresholds***

If the employees in the proposed bargaining unit that seeks certification are already represented by another bargaining agent, then the original bargaining unit may appear on the ballot for election without filing a motion to intervene or producing any required number of showings of interest. The original bargaining unit is also automatically added as a party to the case.

The bill distinguishes the vote requirement for certification or recertification based on the type of employees that comprise the bargaining unit membership. Elections for certification or recertification of an employee organization in which a majority of the employees are public

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<sup>50</sup> This is a newly defined term in section 5 of the bill.

<sup>51</sup> This threshold mimics current law, which requires signed, dated statements from 30 percent of the bargaining unit.

safety employees require a majority vote of the *employees voting in the election*. Elections for all other employee organizations require a majority vote of the *total employees in the bargaining unit*. This voting distinction applies to runoff elections in the same manner.

If the commission has verified the results of a certification or recertification election via order, then no other certification petition may be filed regarding that same proposed or existing bargaining unit for at least 12 months thereafter.

### ***Decertification***

**Section 13** clarifies the re-titled “decertification” process of employee organizations, which replaces the “revocation of certification” terminology in s. 447.308, F.S. Like the certification process for certification, employees that wish to decertify their employee organization must file a petition for decertification with a collection of showings of interest of at least 30 percent of the bargaining unit’s employees, which must have been signed and dated not more than 12 months before filing the petition.

The bill changes the threshold question for decertification—requiring a majority of the bargaining unit to vote to decertify, rather than a majority of the employees who vote in the election, as provided in current law. However, for employee organizations that represent a public safety unit, a majority of the employees voting in the election may determine the vote to decertify.

The bill also applies the blackout periods from the certification process to decertification, prohibiting a petition to decertify within 12 months after an employee organization is certified by the commission’s order verifying the results of the certification, recertification, or decertification election. As in certification petitions, the bill limits the time during which a person may file a decertification petition—only 150-90 days before the expiration of a collective bargaining agreement, or after the expiration date, but before a new collective bargaining agreement has taken effect.

The bill permits an additional party—the employer—to contest and verify the showings of interest to decertify an employer. Current law allows an employee or employee organization to verify such showings of interest.

Lastly, this section specifies that an employee organization’s revocation is effective upon the commission’s issuance of a final order, or if the order is appealed, at the time the appeal is exhausted or any stay is vacated by the commission or a court.

### **Clarification of Bargaining Units**

**Section 12** creates s. 447.3076, F.S., which creates the clarification of a bargaining unit process. The bargaining agent of an affected bargaining unit, or the public employer of the public employees in that unit may file such a petition with the commission when a significant change in statutory or case law requires a clarification of the bargaining unit, or when a unit’s classification was:

- Created or substantially changed after the unit was initially defined by the commission;

- Retitled with no substantial change in job duties; or
- Included or excluded through the commission's mistake or misunderstanding.

The bill establishes notice requirements for unit clarification petitions, including requiring service of the petition on (1) the public employer; and (2) any bargaining agent certified to represent employees or other employee classifications that may be substantially affected by the proposed clarification. If substantially affected employees are not represented by a bargaining agent, the public employer must provide notice of the petition to those employees within 10 days after the petition is filed.

The commission must dismiss a petition for clarification of a bargaining unit when such clarification would result in a 25 percent or more increase in the size of the bargaining unit because it raises a question concerning representation.

### **Collective Bargaining and Impasse**

A "public employer" is the state or any county, municipality, or special district or any subdivision or agency thereof which the commission determines has sufficient legal distinctiveness properly to carry out the functions of a public employer.

The Governor serves as the public employer for public employees who belong to a statewide bargaining unit composed of State Career Service System employees or Selected Professional Service employees. The Board of Governors of the State University System, or the board's designee, is the public employer for public employees at state university. The board of trustees of a community college is the public employer for community college employees. The district school board is the public employer for school district employees.

**Section 18** amends s. 447.4095, F.S., to provide that appropriations to local governments by the Legislature which are specifically directed in law to be disbursed as salaries to employees of local governments are considered a financial urgency and provide for an expedited bargaining and impasse resolution process for those salary dollars. This does not apply to public safety units.

**Section 16** amends s. 447.403, F.S., to provide that a mediator cannot be used in impasses declared regarding legislatively-appropriated salary increases.

Additionally, this section creates fast-tracked timeframes for a hearing and related procedures under a special magistrate for such specified impasses. The parties must agree on a special magistrate and submit his or her name to the commission within 5 calendar days of the declared impasse. The commission must appoint this magistrate within 2 calendar days thereafter. If the parties cannot agree on a special magistrate, the commission must appoint one within 10 calendar days of the declared impasse.

Each party must give a list of its issues at impasse to the special magistrate and the other party within 5 calendar days after the special magistrate's appointment. A hearing must be held within 20 calendar days from the parties' submission of their list of issues at impasse (35 days after the declaration of impasse). The special magistrate must submit a recommended decision to the

commission and the parties within 7 calendar days of the closing of the hearing. If a party wishes to reject the special magistrate's recommendation, it must do so in writing within 10 calendar days after receipt of the decision, and serve a copy of these rejections on the other party and the commission.

After a rejection of the special magistrate's recommendation, both parties must submit recommendations for settling the impasse to the Legislature. For these impasses, the Legislature must conduct a public hearing within 20 calendar days of its receipt of the recommendations and is required to take action within 10 days thereafter. An agreement that results from the legislative action must be reduced to writing by the parties within 10 calendar days of the legislative body's action. Thereafter, the chief executive officer and bargaining agent must sign the agreement within 7 calendar days and submit the agreement to the public employer and the bargaining unit for ratification within 10 calendar days from the agreement's signing. This issue cannot be signed, submitted, or ratified with other bargainable issues.

### **Paid Union Leave (“Release Time” or “Official Time”)**

**Section 22** amends s. 447.509, F.S., to bar a public employer from providing any form of compensation or paid leave to a public employee for the purpose of engaging in employee organization activities.

**Section 5** amends s. 447.203, F.S., to define “employee organization activities” as the following activities undertaken at the direction of, on behalf of, or to advance the purposes of an employee organization or any parent organization or affiliate of the employee organization:

- Supporting or opposing any candidate for federal, state, or local public office.
- Influencing the passage or defeat of state or federal legislation or regulation, local ordinance or resolution, or ballot measure.
- Promoting or soliciting membership or participation in, or financial support of, an employee organization of any parent organization or affiliate of the employee organization.
- Seeking certification as a bargaining agent.
- Participating in the administration, business, or internal governance of an employee organization or any parent organization or affiliate of the employee organization.
- Preparing, conducting, or attending employee organization events, conferences, conventions, meetings, or training, unless such training is directly related to the performance of public employees' job duties.
- Distributing communications of an employee organization or any parent organization or affiliate of the employee organization.
- Representing or speaking on behalf of an employee organization or any parent organization or affiliate of the employee organization in any setting, venue, or procedure in which the public employer is not a participant.

However, the bill provides exceptions to the general prohibition, the bill authorizes a public employee to:

- Use compensated personal leave, which may be his or her own or donated by employees in the bargaining unit, for employee organization activities.

- Take time off without pay or benefits to engage in employee organization activities, if agreed to by the employer and bargaining agent.
- If agreed to by the employer and bargaining agent, engage in *representational* employee organization activities on behalf of the bargaining agent while in a duty status without loss of pay or benefits, which includes:
  - Preparing, filing, or pursuing unfair labor practice charges or grievances.
  - Representing public employees in investigatory interviews, disciplinary proceedings or appeals, up to and including termination, or other administrative or legal proceedings.
  - Engaging in collective bargaining and any related mediation, factfinding, or arbitration.
  - Administering a collective bargaining agreement.
  - Participating in labor-management committees.

These limitations do not apply to public safety units.

### **Use of Public Employer Facilities**

**Section 19** amends s. 447.501, F.S., to require a public employer to allow any registered employee organization or any petitioning public employee who is seeking to support, oppose, or intervene in the certification, recertification, or decertification of a bargaining agent access to its facilities and internal means of communications. Failure to provide access is classified as an unfair labor practice.

### **Conforming Commission Hearing Timeframes and Procedures to the Administrative Procedures Act**

The commission conducts hearings regarding the registration, certification, and election of employee organizations that represent public employees; collective bargaining impasses;<sup>52</sup> and employment cases, such as career service appeals,<sup>53</sup> certain age discrimination matters,<sup>54</sup> specified whistleblower act cases,<sup>55</sup> veteran's preference complaints,<sup>56</sup> and drug free workplace act cases.<sup>57</sup> The commission conducts these hearings in accordance with ss. 120.569 and 120.57, F.S.,<sup>58</sup> hearing procedure guidelines provided in the Administrative Procedures Act (APA). The commission may also designate a member of the commission or a designated commission employee who is a member of the Florida Bar to serve as a hearing officer in such matters.

The bill generally aligns the commission's hearing timeframes and procedures with the APA's.

### **Career Service Appeals**

**Section 1** amends s. 110.227, F.S., to require that, in an appeal of a work-related grievance made by a career service employee, the commission issue its final order in timeframes dictated by

<sup>52</sup> Section 447.403, F.S. *See also*, PERC, *Mediation—Impasse Resolution*, <https://myuff.org/wp-content/uploads/2021/09/PERC-Practical-Handbook-on-Collective-Bargaining-2020-edition.pdf> (last visited Jan. 27, 2026).

<sup>53</sup> 110.227, F.S.

<sup>54</sup> Section 112.044(4), F.S.

<sup>55</sup> Section 112.31895, F.S.

<sup>56</sup> Sections 295.11 and 295.14, F.S.

<sup>57</sup> Section 112.0455, F.S.

<sup>58</sup> Section 447.205(10)-(11), F.S.

ss. 120.569 and 120.57, F.S. This generally extends the deadline for issuance of a final order from 45 days to 90 days.

Current law requires the commission to issue a final order within 45 days after the completion of the hearing, filing of exceptions, or date on which oral arguments is granted. The bill requires the commission to issue its final order in informal hearings conducted pursuant to s. 120.569, F.S., within 90 days after an informal hearing conducted by the commission; a recommended order is submitted to the agency if the hearing is conducted by an administrative law judge; or the commission received written and oral material it authorized to be submitted, if there was no hearing. If the commission refers the matter to a formal hearing involving disputed issues of material fact that is conducted by the Division of Administrative Hearings (DOAH) pursuant to s. 120.57, F.S., then the commission must issue its final order within 15 days of its receipt of a recommended order from the DOAH.

Additionally, this section substitutes current language that allows a party to file exceptions within 15 days of the hearing officer's issuance of a final order with a reference to the process for filing exceptions under ss. 120.569 and 120.57, F.S. The APA applies the same 15-day timeframe.

### ***Drug Free Workplace Hearings***

**Section 2** amends s. 112.0455, F.S., to require that, in an appeal of a drug-free workplace complaint made by an executive branch employee or job applicant, the commission conduct an appeal hearing within 60 days of the employee or applicant's filing of the appeal (instead of 30 days) and issue its final order in timeframes dictated by ss. 120.569 and 120.57, F.S.

### ***Veteran Preferences***

**Section 4** amends s. 295.14, F.S., to require that, in a hearing it conducts regarding an alleged unfair labor practice based on an agency's failure to provide special consideration or preference requirements for disabled veterans, veterans, current members of any reserve component of the U.S. Armed Forces or Florida National Guard, and the spouses, widows, mothers, fathers, or legal guardians of certain veterans, the commission must conduct the appeal within 60 days, rather than 30 days, after an appeal has been filed.

The section also requires the commission to issue its final order in such hearings in timeframes dictated by ss. 120.569 and 120.57, F.S.—generally within 90 days of the hearing.

Additionally, the bill deletes commission's duty to mail the final order by certified mail with a return receipt requested, and substitute's ss. 120.569 and 120.57, F.S.'s instruction to "deliver or mail" a copy of a final order to each party or the party's attorney of record.

### ***General***

Section 447.207(1), F.S., grants the commission general rulemaking authority to adopt rules as it deems necessary to carry out the provisions of part II of ch. 447, F.S., regarding public employees. **Section 7** amends s. 447.207, F.S., to:

- Delete the requirement that the commission send a hearing, other process, or notice to a recipient via personal service or certified mail. This generally conforms to the adoption of ss. 120.569 and 120.57, F.S., procedures for notice, which require mail service.
- Update the service requirements for any subpoena issued under Public Employees Relation Act (PERA) to align with Florida Rule of Civil Procedure 1.410's requirements, which dictate that personal service be performed by anyone specified by law to service process or by a person who is not a party and is 18 years of age or older. As is provided in current law, the commission may also serve a subpoena by certified mail, return receipt requested.
- Delete the requirement that the commission adopt rules to prescribe the qualifications of persons who may serve as mediators in hearings held under PERA, and maintain a list of qualified mediators.

**Section 20** amends s. 447.503, F.S., to require public employers, unions, and public employees to have a substantial interest in litigation brought before the commission, which conforms with the standing requirements in the APA in ch. 120, F.S. This

### **Miscellaneous**

**Section 5** alphabetizes the defined terms provided in s. 447.203, F.S., and defines the new terms "employee organization activities," "representational employee organization activities," "membership dues," "public safety unit," and a "showing of interest" as described above.

**Section 6** amends s. 447.207(8), F.S., to update the name of the commission to be used on its commission seal to be "State of Florida-*Public* Employees Relations Commission."

**Section 7** amends s. 447.207(12), F.S., to maintain and expand the mass transit employee bargaining union exemption from Part II of ch. 447, F.S., rather than specific subsections of Part II, subject to approval by the commission.

**Sections 14, 17, and 28** makes conforming, non-substantive amendments to ss. 447.309, 447.405, and 447.609, F.S., respectively.

**Section 21** amends s. 447.507, F.S., to increase fines applicable to a public employee or union that strikes in violation of a court order from no more than \$5,000 to no more than \$30,000. The applicable fine for each officer, agent, or representative of an employee organization is increased from at least \$300, but not more than \$600 (as compared to no less than \$50, and no more than \$100).

Separately, the commission may penalize an organization that violates the no-strike requirement of s. 447.505, F.S., by fining the organization up to \$40,000 per calendar day of the violation (up from \$20,000).

**Sections 23-27 and 29** make technical updates to cross-references to incorporate the renumbered definitions in section 5 of the bill.

**Section 30** provides an effective date of July 1, 2026.

**IV. Constitutional Issues:****A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

**B. Public Records/Open Meetings Issues:**

None.

**C. Trust Funds Restrictions:**

None.

**D. State Tax or Fee Increases:**

None.

**E. Other Constitutional Issues:****Right to Collectively Bargain**

Article I, section 6 of the State Constitution states:

The right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization. The right of employees, by and through a labor organization, to bargain collectively shall not be denied or abridged. Public employees shall not have the right to strike.

The Florida Supreme Court has recognized that this constitutional provision endows public employees with the same constitutional rights to bargain collectively as private employees, excluding the right to strike.<sup>59</sup> Moreover, as part of the State Constitution's declaration of rights, the right to collectively bargain is considered to be a fundamental right. Therefore, in order to survive a constitutional challenge, a statute that abridges public employee's right to bargain collectively "must serve that compelling state interest in the least intrusive means possible."<sup>60</sup>

The change to the voting threshold for the employees' decision to unionize and to bargain collectively from a majority vote of the *employees voting* to a majority of the *employees in the bargaining unit* may implicate the employee's right to collectively bargain. The state's compelling interest in such change may be to ensure that the majority of the

<sup>59</sup> *Dade County Classroom Teachers Ass'n. v. Ryan*, 225 So. 2d 903 (Fla. 1969).

<sup>60</sup> *Chiles v. State Emps. Att'ys Guild*, 714 So.2d 502 (Fla. Dist Ct. App. 1998), *aff'd*, 734 So.2d 1030 (Fla. 1999)., *quoting SEAG, FPD, NUHHCE, AFSCME, AFL-CIO v. State*, 653 So.2d 487 at 488 (Fla. 1<sup>st</sup> DCA 1995)

employees actually want to be represented, but there may be a less intrusive means to achieve this, particularly when some bargaining agents remain subject to a majority vote of the employees voting and other bargaining agents are subject to the higher standard of a majority vote of the employees in the unit.

The commission recently decided that employees (not the employee organization or public employer reimbursing the commission) must pay for their stamp to cast their mail ballot (the general method of union election).<sup>61</sup> This ultimately implements a cost to employees who want to vote to elect or retain a bargaining agent, but no cost for employees who do not want to elect or retain a bargaining agent (because failure to return a ballot has the same effect as voting ‘no’ in an election that is based on the total membership of the unit.) This may dilute the effect of an employee’s union membership by preventing him or her from counting as a union member among the employees that are recognized in an election unless the employee chooses to pay for the stamp to cast a ballot and be counted.<sup>62</sup> This may implicate the employee’s right to collectively bargain.

In another instance, the bill requires the commission to revoke the certification of an employee organization that does not comply with the document submission requirements of the certification process (see section 12 of the bill at lines 810-898). The documentation required includes total membership, financial activity, and salary and benefits of highest paid employees, among other topics. If a certification revocation occurs for failure to timely submit the documents or otherwise comply with the requirements of this section, the employee organization is prohibited from petitioning to represent that same unit for at least 12 months. This provision does not apply to public safety units. This distinction may result in some employees being denied the right to be represented by his or her chosen registered employee organization for at least 1 year, and therefore this differential treatment may be subject to strict scrutiny.

No case directly on point has been identified to date. However, to the extent that a claim is raised, the strict scrutiny standard is likely to be applied, and the state must show a compelling state interest.

### **Freedom of Speech**

The First Amendment to the U.S. Constitution guarantees that “Congress shall make no law ... abridging the freedom of speech.”<sup>63</sup> Generally, a government cannot restrict speech on the basis of the message expressed;<sup>64</sup> content-based restrictions are presumptively invalid.<sup>65</sup> The rights guaranteed by the First Amendment apply with equal force to state governments through the due process clause of the Fourteenth

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<sup>61</sup> See, *Petition from Florida Education Ass’n., Inc., Leon Classroom Teachers’ Ass’n., Osceola County Educ. Ass’n., St. Johns Educ. Support Prof’l Ass’n. And Walton County Support Prof’ls*, case no. MS-2025, 002, (May 15, 2025), [https://perc.myflorida.com/download.aspx?Prefix=MS&CaseYr=25&CaseNo=002&File=MS25002\\_Ord17\\_05152025\\_154002.pdf](https://perc.myflorida.com/download.aspx?Prefix=MS&CaseYr=25&CaseNo=002&File=MS25002_Ord17_05152025_154002.pdf).

<sup>62</sup> See, *Alachua County Educ. Ass’n. V. Carpenter*, 741 F.Supp. 3d 1202, 1223-1224 (N.D. Fla. 2024).

<sup>63</sup> U.S. CONST. amend. I.

<sup>64</sup> *Texas v. Johnson*, 491 U.S. 397 (1989); *State v. T.B.D.*, 656 So.2d 479 (Fla. 1995).

<sup>65</sup> See, e.g., *Police Dept. of Chicago v. Mosely*, 408 U.S. 92 (1972).

Amendment.<sup>66</sup> While the text of the state and federal constitutions differs, the protection and freedom of speech under the state constitution “is the same as is required under the First Amendment.”<sup>67</sup>

In general, there are two types of restrictions on speech – content-based and content-neutral. Content-based restrictions target speech based on its subject-matter and is viewed with disfavor by the courts. Such restrictions are presumptively invalid and evaluated under strict scrutiny.<sup>68</sup> Strict scrutiny requires the government to prove that the restriction is narrowly tailored to achieve a compelling government interest.<sup>69</sup> Content-neutral restrictions are subject to the more lenient requirement that the state identify a substantial interest that would not be furthered as effectively in the absence of the law.<sup>70</sup>

The bill limits certain public employees’ employee organization activities, including their influence of the passage or defeat of legislation and similar measures, and supporting or opposing a candidate for public office. These employees may only engage in such activity in a compensated or paid leave status if their public employer and bargaining agent agree. However, public safety unit employees are not subject to this limitation. A public safety employee may be deemed to have greater leeway to engage in certain speech than other union employees, which may be viewed as a restriction on a union member’s right to freedom of speech.

### **Equal Protection Clause**

The Equal Protection Clause of the Fourteenth Amendment to the United States Constitution provides, “No State shall . . . deny to any person within its jurisdiction the equal protection of the laws.”<sup>71</sup> Florida’s Equal Protection Clause guarantees that “all natural persons, female and male alike, are equal before the law and have inalienable rights.”<sup>72</sup> Equal protection claims against government actors allege unconstitutionally unequal treatment between groups, which can be based on any form of classification. However, “equal protection is not violated merely because some persons are treated differently than other persons. It only requires that persons similarly situated be treated similarly.”<sup>73</sup> Unless a statute provokes “strict judicial scrutiny” because it interferes with a “fundamental right” or discriminates against a “suspect class,” it will ordinarily survive an equal protection claim so long as the challenged classification is rationally related to a

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<sup>66</sup> U.S. CONST. amend. XIV; *see also* FLA. CONST., art. I.

<sup>67</sup> *Dep’t of Educ. v. Lewis*, 416 So.2d 455, 461 (Fla. 1982); *Scott v. State*, 368 So.3d 8, 10 (Fla. 4th DCA 2023), *review denied*, No. SC2023-1188 (Fla. Nov. 22, 2023), and *cert. denied sub nom.*; *Scott v. Fla.*, No. 23-7786 (U.S. Oct. 7, 2024).

<sup>68</sup> *Vidal v. Elster*, 602 U.S. 286, 292 (2024). In particular, the Supreme Court held that view-point discrimination, which targets not just the subject matter, “but particular views taken by the speakers,” is considered “a particularly egregious form of content discrimination.”

<sup>69</sup> *Reed v. Town of Gilbert, Ariz.*, 576 U.S. 155, 171 (2015).

<sup>70</sup> *Rumsfeld v. Forum for Acad. & Institutional Rts., Inc.*, 547 U.S. 47, 67 (2006).

<sup>71</sup> U.S. CONST. amend. XIV, s. 1.

<sup>72</sup> FLA. CONST. art. I, s. 2.

<sup>73</sup> *Fraternal Order of Police, Miami Lodge 20, v. Miami*, 243 So.3d 894, 899 (Fla. 2018), *quoting Duncan v. Moore*, 754 So.2d 708, 712 (Fla. 2000).

legitimate governmental purpose.<sup>74</sup> To withstand strict scrutiny, a law must be necessary to promote a compelling governmental interest and must be narrowly tailored to advance that interest.<sup>75</sup>

This bill appears to create two distinct classes of public employees. These groups experience differently their right to associate freely and collectively bargain (in virtue of the higher threshold to certify and decertify an employee organization and thus be a member of a union), and to freedom of speech to speak on behalf of the union to seek certification as a bargaining agent and similar union activities (in virtue of the limit on use of time off without pay or benefits for the use of employee organizational activities for one group but not the other).

These rights of free speech and freedom of association are fundamental rights guaranteed by the State Constitution. The right to collectively bargain is a right guaranteed in the state constitution's declaration of rights. As discussed above, these rights are treated differently between the two distinct classes of public employees created by the bill. In effect, the bill risks violating those fundamental constitutional rights (speech and collective bargaining) while imposing unequal treatment that may itself constitute a separate constitutional infringement.

### **Single Subject**

Article III, section 6 of the State Constitution requires every law to “embrace but one subject and matter properly connected therewith.” The purpose of this requirement is to prevent logrolling, which combines multiple unrelated measures in one bill in order to secure passage of a measure that is unlikely to pass on its own merits.<sup>76</sup> The Florida Supreme Court has held that the single subject clause contains three requirements: first, each law must embrace only one subject; second, the law may include any matter that properly connected with the subject; and third, the subject must be briefly expressed in the title.<sup>77</sup> The subject matter to consider when determining whether a bill embraces a single subject is the bill title's subject, and the test is whether the bill is designed to accomplish separate objectives with no natural or logical connection to each other.<sup>78</sup>

It is unclear whether the current state of the bill violates the single subject rule. The title of the present bill indicates that it is an act relating to “the Public Employees Relations Commission.” While all of the matters involved in the bill may touch on the commission, their nexus is tenuous. For example, several parts of the bill deal with hearing procedures relating to unfair labor practices alleged by a public employee under part II of ch. 447, F.S., others deal with the Governor's (or chief executive's) and Legislature's (or

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<sup>74</sup> *Kardmas v. Dickinson Public Schools*, 487 U.S. 450, 457-458 (1988); *Fla. High Sch. Activities Ass'n v. Thomas By & Through Thomas*, 434 So.2d 306, 308 (Fla. 1983).

<sup>75</sup> *Westerheide v. State*, 831 So.2d 93, 110 (Fla. 2002). *See also, Fraternal Order of Police, Miami Lodge 20, v. Miami*, 243 So.3d 894, 899 (Fla. 2018).

<sup>76</sup> *Santos v. State*, 380 So.2d 1284 (Fla. 1980).

<sup>77</sup> *Franklin v. State*, 887 So. 1063, 1072 (Fla. 2004).

<sup>78</sup> *See Ex parte Knight*, 41 So. 786 (Fla. 1906); *Brd. of Public Instruction of Broward Cnty. v. Doran*, 224 So.2d 693 (Fla. 1969).

legislative body's) authority and duties in resolving issues at impasse. Additionally, section 21 increases fines that a circuit court may assess against a public employee for violations of anti-strike provisions—entirely outside of the scope of the commission; section 22 deals with relations between a public employer and public employee (limiting approval of leave to specific instances.).

**V. Fiscal Impact Statement:**

**A. Tax/Fee Issues:**

None identified.

**B. Private Sector Impact:**

The increase in threshold to recertify an employee organization may result in fewer unions maintaining their certification to represent public employee bargaining units.

Additionally, based on the commission practice of requiring employees to pay postage on a mail ballot for a certification (or decertification) election, individuals who wish to vote in such elections will see an added cost related to casting a vote.

**C. Government Sector Impact:**

The commission may see an increase in elections it must administer as a result of the new provisions for recertification and decertification. This may increase the commission's workload.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

Section 12 creates a clarification of bargaining units petition, and provides standards for submission of a petition to clarify the composition of a bargaining unit, but does not provide standards for the commission's decision on that unit clarification. The commission may benefit from rulemaking authority and some legislative standards regarding the commission's determination on petitions to clarify a bargaining unit.

The Legislature "may not delegate the power to enact a law or the right to exercise unrestricted discretion in applying the law."<sup>79</sup> The Florida Supreme Court has found that "statutes granting power to the executive branch 'must clearly announce adequate standards to guide ... in the execution of the powers delegated. The statute must so clearly define the power delegated that the [executive] is precluded from acting through whim, showing favoritism, or exercising unbridled discretion.'"<sup>80</sup>

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<sup>79</sup> *Bush v. Schiavo*, 885 So. 2d 321 (Fla. 2004).

<sup>80</sup> *Id.*

Administrative commissions, unless specifically created in the Constitution, are creatures of statute and derive only the powers specified therein.<sup>81</sup> Thus, the APA expressly states that statutory language delegating authority to executive agencies must be construed to extend no further than the powers and duties conferred by that statute.<sup>82</sup> Even when an agency is pursuing the policy objectives that underlie the statutory scheme it is charged with enforcing, the agency may not disregard or expand upon the terms of the statutes themselves.<sup>83</sup> Agency action is derived from legislative delegation, it follows that the Legislature may oversee and alter that delegation.<sup>84</sup>

## VIII. Statutes Affected:

This bill substantially amends the following sections of the Florida Statutes: 110.227, 112.0455, 120.80, 295.14, 447.203, 447.205, 447.207, 447.301, 447.303, 447.305, 447.307, 447.308, 447.403, 447.405, 447.4095, 447.501, 447.503, 447.507, 447.509, 110.114, 110.205, 112.3187, 121.031, 447.02, 447.609, and 1011.60.

This bill creates the following sections of the Florida Statutes: 447.3076, 447.309, 447.401, 447.403, 447.405, 447.4095, 447.501, 447.503, 447.507, 447.509, and 110.114.

## IX. Additional Information:

### A. Committee Substitute – Statement of Substantial Changes: (Summarizing differences between the Committee Substitute and the prior version of the bill.)

#### **PCS (655050) by Governmental Oversight and Accountability:**

- Clarifies that membership dues must be paid in exchange for membership in an employee organization.
- Retains current law by deleting language which specified that “additional grants of rulemaking authority contained in [part II of ch. 447, F.S.,] do not limit the grant of rulemaking authority in [section 447.207, F.S.]”.
- Retains current law in s. 447.207(6), F.S., to specify that commission statements of general applicability that implement, interpret, or prescribe law or policy made in the course of its adjudication of a case under s. 447.307 or s. 447.503, F.S. only are not a rule as defined in s. 120.52, F.S.
- Clarifies that a membership authorization form remains valid if it met the requirements in law at the time the employee signed it, and that employee has not subsequently revoked his or her union membership.
- Retains a public employee’s express authority to pay membership dues directly to an employee organization, a parent organization, and an affiliate of the employee organization or the parent organization.

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<sup>81</sup> *Grove Isle, Ltd. v. State Dept of Environmental Regulation*, 454 So. 2d 571 (Fla. 1st DCA 1984). See also, *WHS Trucking LLC v. Reemployment Assistance Appeals Comm’n*, 183 So. 3d 460 (Fla. 1st DCA 2016).

<sup>82</sup> Sections 120.52(8) and 120.536(1), F.S. See also, *Tampa Bay Downs, Inc. v. Dep’t of Bus. And Prof. Reg.*, 293 So. 3d 38 (Fla. 2d DCA 2020).

<sup>83</sup> *Tampa Bay Downs, Inc.*, 293 So. 3d 38.

<sup>84</sup> *City of Cape Coral v. GAC Utilities, Inc. of Fla.*, 281 So. 2d 493 (Fla. 1973).

- Requires that information provided as part of an application for renewal be accompanied by an agreed-upon procedures report by an independent CPA to assist in determining the information's accuracy.
- Clarifies that any decision issued by the commission under s. 447.305, F.S., relating to registrations and certifications of employee organizations and bargaining units is a final agency action that may be reviewed by a district court of appeal, pursuant to s. 447.504, F.S.
- Retains current law in s. 447.309(3), F.S., which requires the chief executive officer to propose an amendment to a law that conflicts with a provision of a collective bargaining agreement to which the chief executive officer agreed.
- Retains current law in s. 447.309(5), which requires all of the terms of employment to be included in the collective bargaining agreement—not just those negotiated or resolved by impasse.
- Specifies that the service used in special magistrate impasse hearings may be any method *agreed to by the parties*.
- Narrows the scope of the financial urgency provision to appropriations to local governments by the Legislature which are specifically directed in law to be disbursed as salaries to local government employees.
- Limits access to a public employer's facilities and internal means of communication to only a *registered* employee organization and public employee for the purpose of intervening in, supporting, or opposing a certification, recertification, or decertification of a bargaining agent. This ensures that the commission has regulatory authority over the entity.
- Increases the amount that the commission can fine an organization that engaged in an illegal strike to from \$20,000 per day to \$40,000 per day, or the cost incurred by the public as a result of the strike.
- Clarifies that a bargaining agent and employer are not required to agree for the employee to use his or her compensated personal leave for employee organization activities. An agreement is still required for the employee to use time off without pay or benefits to engage in employee organization activities, or for the employee to engage in representational employee organization activities while in a duty status.

B. Amendments:

None.



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Proposed Committee Substitute by the Committee on Governmental Oversight and Accountability

A bill to be entitled

An act relating to the Public Employees Relations Commission; amending s. 110.227, F.S.; conforming final order requirements to ch. 120, F.S.; deleting a provision requiring exceptions to a recommended order to be filed within a specified timeframe; amending s. 112.0455, F.S.; revising the timeframe in which an appeal hearing must be conducted; conforming final order requirements to ch. 120, F.S.; amending s. 120.80, F.S.; providing applicability; amending s. 295.14, F.S.; conforming final order requirements to ch. 120, F.S.; reordering and amending s. 447.203, F.S.; revising and defining terms; amending s. 447.205, F.S.; revising the seal of the Public Employees Relations Commission; amending s. 447.207, F.S.; authorizing subpoenas to be served by certified mail, return receipt requested, or by personal service; revising requirements for proof of service; deleting the requirement that the commission adopt rules for the qualifications of persons who may serve as mediators; authorizing the commission, under certain circumstances, to waive the application of part II of ch. 447, F.S., rather than only specified provisions; amending s. 447.301, F.S.; revising requirements for an employee organization membership authorization form; requiring an employee organization, within a specified timeframe, to revoke



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the membership of and cease the collection of membership dues from a public employee; providing that a membership authorization form is valid if it meets certain requirements; revising applicability; amending s. 447.303, F.S.; conforming provisions to changes made by the act; amending s. 447.305, F.S.; revising application requirements for employee organization registration and renewal of registration; requiring an employee organization to provide an application for renewal of registration to certain persons within a specified timeframe; requiring a bargaining agent to provide a remedy for incomplete application information to the commission within a specified timeframe; requiring the commission to dismiss an application for renewal of registration under certain circumstances; requiring the commission to notify the bargaining agent when such application information is complete; requiring the bargaining agent to petition for recertification within a specified timeframe thereafter; requiring the commission or one of its designated agents to conduct an investigation if a challenge to an application for renewal of registration is filed; authorizing a designated agent of the commission to conduct an investigation to confirm validity of submitted information; exempting certain employee organizations from a specified requirement; requiring a registration fee for applications for registration and renewal of registration; requiring certain employee organization



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57 accounts to be open for inspection by the commission  
58 and certain public employees at a reasonable time and  
59 place; providing for the revocation of an employee  
60 organization's certification under certain  
61 circumstances; providing that decisions issued by the  
62 commission in accordance with certain provisions are  
63 final agency actions; amending s. 447.307, F.S.;  
64 revising requirements for the certification and  
65 recertification of an employee organization; creating  
66 s. 447.3076, F.S.; providing that a petition to  
67 clarify the composition of a bargaining unit may be  
68 filed with the commission under certain circumstances;  
69 requiring that a copy of the petition be served on  
70 certain persons; requiring the public employer to  
71 provide a copy of the petition to certain affected  
72 employees within a specified timeframe; requiring a  
73 petition to be dismissed under certain circumstances;  
74 amending s. 447.308, F.S.; revising requirements for  
75 the decertification of an employee organization;  
76 amending s. 447.309, F.S.; requiring certain  
77 agreements to be returned to the bargaining agent,  
78 rather than the employee organization; amending s.  
79 447.401, F.S.; conforming provisions to changes made  
80 by the act; amending s. 447.403, F.S.; specifying  
81 requirements for when an impasse occurs; requiring a  
82 hearing within a specified timeframe; authorizing the  
83 recommended decision of a special magistrate from an  
84 impasse hearing to be transmitted by any method of  
85 service agreed to by the parties which establishes



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86 proof of delivery; amending s. 447.405, F.S.;

87 conforming provisions to changes made by the act;

88 amending s. 447.4095, F.S.; providing that

89 implementation of appropriations from the Legislature

90 which are specifically directed to be disbursed as

91 salaries for employees of local governments are

92 considered a financial urgency; requiring the chief

93 executive officer or his or her representative to meet

94 with the bargaining agent or its representative within

95 a specified timeframe if the use of such funds

96 requires modification of an agreement; providing

97 meeting and dispute requirements; prohibiting the

98 filing of unfair labor charges during specified time

99 periods; providing applicability; amending s. 447.501,

100 F.S.; requiring a public employer to provide to all

101 registered employee organizations or petitioning

102 employees equal access to the employer's facilities

103 and communication systems for a specified time period;

104 amending s. 447.503, F.S.; authorizing certain public

105 employers, public employees, and employee

106 organizations, or combinations thereof, to file

107 certain charges with the commission; amending s.

108 447.507, F.S.; increasing fines for certain

109 violations; amending s. 447.509, F.S.; prohibiting

110 public employers, their agents or representatives, and

111 any persons acting on their behalf from taking certain

112 actions; authorizing certain actions by public

113 employees under certain circumstances; providing

114 applicability; amending ss. 110.114, 110.205,



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112.3187, 121.031, 447.02, 447.609, and 1011.60, F.S.;  
conforming cross-references and provisions to changes  
made by the act; providing an effective date.

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

Section 1. Paragraph (d) of subsection (6) of section  
110.227, Florida Statutes, is amended to read:

110.227 Suspensions, dismissals, reductions in pay,  
demotions, layoffs, transfers, and grievances.—

(6) The following procedures shall apply to appeals filed  
pursuant to subsection (5) with the Public Employees Relations  
Commission, hereinafter referred to as the commission:

(d) A recommended order ~~must shall~~ be issued by the hearing  
officer within 30 days after ~~following~~ the hearing. ~~Exceptions~~  
~~to the recommended order shall be filed within 15 days after the~~  
~~recommended order is issued. The final order must be issued~~  
~~shall be filed by the commission in accordance with ss. 120.569~~  
~~and 120.57 no later than 45 calendar days after the hearing or~~  
~~after the filing of exceptions or oral arguments if granted.~~

Section 2. Paragraph (a) of subsection (14) of section  
112.0455, Florida Statutes, is amended to read:

112.0455 Drug-Free Workplace Act.—

(14) DISCIPLINE REMEDIES.—

(a) An executive branch employee who is disciplined or who  
is a job applicant for another position and is not hired  
pursuant to this section, may file an appeal with the Public  
Employees Relations Commission. Any appeal must be filed within  
30 calendar days after ~~of~~ receipt by the employee or job



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applicant of notice of discipline or refusal to hire. The notice  
shall inform the employee or job applicant of the right to file  
an appeal, or if available, the right to file a collective  
bargaining grievance pursuant to s. 447.401. Such appeals shall  
be resolved pursuant to the procedures established in ss.  
447.207(1)-(4), 447.208(2), and 447.503(4) and (5). A hearing on  
the appeal shall be conducted within 60 ~~30~~ days after ~~of~~ the  
filing of the appeal, unless an extension is requested by the  
employee or job applicant and granted by the commission or an  
arbitrator. The final order must be issued by the commission in  
accordance with ss. 120.569 and 120.57.

Section 3. Paragraph (c) is added to subsection (12) of  
section 120.80, Florida Statutes, to read:

120.80 Exceptions and special requirements; agencies.—

(12) PUBLIC EMPLOYEES RELATIONS COMMISSION.—

(c) Section 120.60 does not apply to registration of  
employee organizations under s. 447.305.

Section 4. Subsection (1) of section 295.14, Florida  
Statutes, is amended to read:

295.14 Penalties.—

(1) When the Public Employees Relations Commission, after a  
hearing on notice conducted according to rules adopted by the  
commission, determines that a violation of s. 295.07, s. 295.08,  
s. 295.085, or s. 295.09(1)(a) or (b) has occurred and sustains  
the veteran seeking redress, the commission shall order the  
offending agency, employee, or officer of the state to comply  
with ~~the provisions of~~ s. 295.07, s. 295.08, s. 295.085, or s.  
295.09(1)(a) or (b); and, in the event of a violation of s.  
295.07, s. 295.08, s. 295.085, or s. 295.09(1)(a) or (b), the



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173 commission may issue an order to compensate the veteran for the  
174 loss of any wages and reasonable ~~attorney attorney's~~ fees for  
175 actual hours worked, and costs of all work, including  
176 litigation, incurred as a result of such violation, which order  
177 shall be conclusive on the agency, employee, or officer  
178 concerned. The ~~attorney attorney's~~ fees and costs may not exceed  
179 \$10,000. The ~~final order must be issued by action of the~~  
180 ~~commission in accordance with ss. 120.569 and 120.57 shall be in~~  
181 ~~writing and shall be served on the parties concerned by~~  
182 ~~certified mail with return receipt requested.~~

183 Section 5. Section 447.203, Florida Statutes, is reordered  
184 and amended to read:

185 447.203 Definitions.—As used in this part:

186 ~~(6)(1)~~ "Commission" means the Public Employees Relations  
187 Commission created by s. 447.205.

188 ~~(17)(2)~~ "Public employer" or "employer" means the state or  
189 any county, municipality, or special district or any subdivision  
190 or agency thereof which the commission determines has sufficient  
191 legal distinctiveness properly to carry out the functions of a  
192 public employer. With respect to all public employees determined  
193 by the commission as properly belonging to a statewide  
194 bargaining unit composed of State Career Service System  
195 employees or Selected Professional Service employees, the  
196 Governor is deemed to be the public employer; and the Board of  
197 Governors of the State University System, or the board's  
198 designee, is deemed to be the public employer with respect to  
199 all public employees of each constituent state university. The  
200 board of trustees of a community college is deemed to be the  
201 public employer with respect to all employees of the community



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202 college. The district school board is deemed to be the public  
203 employer with respect to all employees of the school district.  
204 The Board of Trustees of the Florida School for the Deaf and the  
205 Blind is deemed to be the public employer with respect to the  
206 academic and academic administrative personnel of the Florida  
207 School for the Deaf and the Blind. The Governor is deemed to be  
208 the public employer with respect to all employees in the  
209 Correctional Education Program of the Department of Corrections  
210 established pursuant to s. 944.801.

211 ~~(16)(3)~~ "Public employee" means any person employed by a  
212 public employer except:

213 (a) Those persons appointed by the Governor or elected by  
214 the people, agency heads, and members of boards and commissions.

215 (b) Those persons holding positions by appointment or  
216 employment in the organized militia.

217 (c) Those individuals acting as negotiating representatives  
218 for employer authorities.

219 (d) Those persons who are designated by the commission as  
220 managerial or confidential employees pursuant to criteria  
221 contained herein.

222 (e) Those persons holding positions of employment with the  
223 Florida Legislature.

224 (f) Those persons who have been convicted of a crime and  
225 are inmates confined to institutions within the state.

226 (g) Those persons appointed to inspection positions in  
227 federal/state fruit and vegetable inspection service whose  
228 conditions of appointment are affected by the following:

- 229 1. Federal license requirement.
- 230 2. Federal autonomy regarding investigation and



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231 disciplining of appointees.  
232 3. Frequent transfers due to harvesting conditions.  
233 (h) Those persons employed by the Public Employees  
234 Relations Commission.  
235 (i) Those persons enrolled as undergraduate students in a  
236 state university who perform part-time work for the state  
237 university.  
238 ~~(12)(4)~~ "Managerial employees" means ~~are~~ those employees  
239 who:  
240 (a) Perform jobs that are not of a routine, clerical, or  
241 ministerial nature and require the exercise of independent  
242 judgment in the performance of such jobs and to whom one or more  
243 of the following applies:  
244 1. They formulate or assist in formulating policies which  
245 are applicable to bargaining unit employees.  
246 2. They may reasonably be required on behalf of the  
247 employer to assist in the preparation for the conduct of  
248 collective bargaining negotiations.  
249 3. They have a role in the administration of agreements  
250 resulting from collective bargaining negotiations.  
251 4. They have a significant role in personnel  
252 administration.  
253 5. They have a significant role in employee relations.  
254 6. They are included in the definition of administrative  
255 personnel contained in s. 1012.01(3).  
256 7. They have a significant role in the preparation or  
257 administration of budgets for any public agency or institution  
258 or subdivision thereof.  
259 (b) Serve as police chiefs, fire chiefs, or directors of



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260 public safety of any police, fire, or public safety department.  
261 Other police officers, as defined in s. 943.10(1), and  
262 firefighters, as defined in s. 633.102, may be determined by the  
263 commission to be managerial employees of such departments. In  
264 making such determinations, the commission shall consider, in  
265 addition to the criteria established in paragraph (a), the  
266 paramilitary organizational structure of the department  
267 involved.  
268  
269 However, in determining whether an individual is a managerial  
270 employee pursuant to paragraph (a) or paragraph (b), ~~above~~, the  
271 commission may consider historic relationships of the employee  
272 to the public employer and to coemployees.  
273 ~~(7)(5)~~ "Confidential employees" means ~~are~~ persons who act  
274 in a confidential capacity to assist or aid managerial employees  
275 as defined in subsection ~~(12) (4)~~.  
276 ~~(21)(6)~~ "Strike" means the concerted failure of employees  
277 to report for duty; the concerted absence of employees from  
278 their positions; the concerted stoppage of work by employees;  
279 the concerted submission of resignations by employees; the  
280 concerted abstinence in whole or in part by any group of  
281 employees from the full and faithful performance of the duties  
282 of employment with a public employer for the purpose of  
283 inducing, influencing, condoning, or coercing a change in the  
284 terms and conditions of employment or the rights, privileges, or  
285 obligations of public employment, or participating in a  
286 deliberate and concerted course of conduct which adversely  
287 affects the services of the public employer; the concerted  
288 failure of employees to report for work after the expiration of



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289 a collective bargaining agreement; and picketing in furtherance  
290 of a work stoppage. The term includes ~~"strike" shall also mean~~  
291 any overt preparation, including, but not limited to, the  
292 establishment of strike funds with regard to the ~~above-listed~~  
293 activities listed in this subsection.

294 ~~(22)(7)~~ "Strike funds" means ~~are~~ any appropriations by an  
295 employee organization which are established to directly or  
296 indirectly aid any employee or employee organization to  
297 participate in a strike in the state.

298 ~~(2)(8)~~ "Bargaining unit" means either that unit determined  
299 by the commission, that unit determined through local  
300 regulations adopted ~~promulgated~~ pursuant to s. 447.603, or that  
301 unit determined by the public employer and the public employee  
302 organization and approved by the commission to be appropriate  
303 for the purposes of collective bargaining. However, no  
304 bargaining unit shall be defined as appropriate which includes  
305 employees of two employers that are not departments or divisions  
306 of the state, a county, a municipality, or other political  
307 entity.

308 ~~(3)(9)~~ "Chief executive officer" for the state means shall  
309 ~~mean~~ the Governor and for other public employers means shall  
310 ~~mean~~ the person, whether elected or appointed, who is  
311 responsible to the legislative body of the public employer for  
312 the administration of the governmental affairs of the public  
313 employer.

314 ~~(11)(10)~~ "Legislative body" means the State Legislature,  
315 the board of county commissioners, the district school board,  
316 the governing body of a municipality, or the governing body of  
317 an instrumentality or unit of government having authority to



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318 appropriate funds and establish policy governing the terms and  
319 conditions of employment and which, as the case may be, is the  
320 appropriate legislative body for the bargaining unit. For  
321 purposes of s. 447.403, the Board of Governors of the State  
322 University System, or the board's designee, shall be deemed to  
323 be the legislative body with respect to all employees of each  
324 constituent state university. For purposes of s. 447.403, the  
325 board of trustees of a community college shall be deemed to be  
326 the legislative body with respect to all employees of the  
327 community college.

328 ~~(8)(11)~~ "Employee organization" or "organization" means any  
329 labor organization, union, association, fraternal order,  
330 occupational or professional society, or group, however  
331 organized or constituted, which represents, or seeks to  
332 represent, any public employee or group of public employees  
333 concerning any matters relating to their employment relationship  
334 with a public employer.

335 ~~(9)~~ "Employee organization activities" means activities  
336 undertaken at the direction of, on behalf of, or to advance the  
337 purposes of an employee organization or any parent organization  
338 or affiliate of the employee organization by doing any of the  
339 following:

340 (a) Supporting or opposing a candidate for federal, state,  
341 or local public office.

342 (b) Influencing the passage or defeat of any federal or  
343 state legislation or regulation, local ordinance or resolution,  
344 or ballot measure.

345 (c) Promoting or soliciting membership or participation in,  
346 or financial support of, an employee organization or any parent



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347 organization or affiliate of the employee organization.  
348 (d) Seeking certification as a bargaining agent.  
349 (e) Participating in the administration, business, or  
350 internal governance of an employee organization or any parent  
351 organization or affiliate of the employee organization.  
352 (f) Preparing, conducting, or attending employee  
353 organization events, conferences, conventions, meetings, or  
354 trainings, unless such training is directly related to the  
355 performance of a public employee's job duties.  
356 (g) Distributing communications of an employee organization  
357 or any parent organization or affiliate of the employee  
358 organization.  
359 (h) Representing or speaking on behalf of an employee  
360 organization or any parent organization or affiliate of the  
361 employee organization in any setting, venue, or procedure in  
362 which the public employer is not a participant.  
363 (i) Preparing, filing, or pursuing unfair labor practice  
364 charges or grievances.  
365 (j) Representing public employees in investigatory  
366 interviews; disciplinary proceedings or appeals, including  
367 termination; or other administrative or legal proceedings.  
368 (k) Engaging in collective bargaining and any related  
369 mediation, factfinding, or arbitration.  
370 (l) Administering a collective bargaining agreement.  
371 (m) Participating in labor-management committees.  
372 (1)(12) "Bargaining agent" means the employee organization  
373 that ~~which~~ has been certified by the commission as representing  
374 the employees in the bargaining unit, as provided in s. 447.307,  
375 or its representative.



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376 (13) "Membership dues" means any amount a member is  
377 required to pay in exchange for membership in an employee  
378 organization, including, but not limited to, employee  
379 organization dues; uniform assessments; or fees, including  
380 initiation fees.  
381 (15)(13) "Professional employee" means:  
382 (a) Any employee engaged in work in any two or more of the  
383 following categories:  
384 1. Work predominantly intellectual and varied in character  
385 as opposed to routine mental, manual, mechanical, or physical  
386 work.  
387 2. Work involving the consistent exercise of discretion and  
388 judgment in its performance.  
389 3. Work of such a character that the output produced or the  
390 result accomplished cannot be standardized in relation to a  
391 given period of time.  
392 4. Work requiring advanced knowledge in a field of science  
393 or learning customarily acquired by a prolonged course of  
394 specialized intellectual instruction and study in an institution  
395 of higher learning or a hospital, as distinguished from a  
396 general academic education, an apprenticeship, or training in  
397 the performance of routine mental or physical processes.  
398 (b) Any employee who:  
399 1. Has completed the course of specialized intellectual  
400 instruction and study described in subparagraph (a)4. ~~4.~~ ~~of~~  
401 paragraph (a); and  
402 2. Is performing related work under supervision of a  
403 professional person to qualify to become a professional employee  
404 as defined in paragraph (a).



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405 ~~(5)(14)~~ "Collective bargaining" means the performance of  
406 the mutual obligations of the public employer and the bargaining  
407 agent of the employee organization to meet at reasonable times,  
408 to negotiate in good faith, and to execute a written contract  
409 with respect to agreements reached concerning the terms and  
410 conditions of employment, except that neither party shall be  
411 compelled to agree to a proposal or be required to make a  
412 concession unless otherwise provided in this part.

413 ~~(14)(15)~~ "Membership dues deduction" means the practice by  
414 of a public employer of deducting membership dues and uniform  
415 assessments from the salary or wages of a public employee and  
416 such term also means the practice of a public employer of  
417 transmitting the sums so deducted to an ~~such~~ employee  
418 organization on behalf of the public employee.

419 ~~(4)(16)~~ "Civil service" means any career, civil, or merit  
420 system used by any public employer.

421 ~~(10)(17)~~ "Good faith bargaining" means ~~shall mean~~, but is  
422 not be limited to, the willingness of both parties to meet at  
423 reasonable times and places, as mutually agreed upon, in order  
424 to discuss issues that which are proper subjects of bargaining,  
425 with the intent of reaching a common accord. The term includes  
426 ~~It shall include~~ an obligation for both parties to participate  
427 actively in the negotiations with an open mind and a sincere  
428 desire, as well as making a sincere effort, to resolve  
429 differences and come to an agreement. In determining whether a  
430 party failed to bargain in good faith, the commission shall  
431 consider the total conduct of the parties during negotiations as  
432 well as the specific incidents of alleged bad faith. Incidents  
433 indicative of bad faith shall include, but not be limited to,



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434 the following occurrences:

435 (a) Failure to meet at reasonable times and places with  
436 representatives of the other party for the purpose of  
437 negotiations.

438 (b) Placing unreasonable restrictions on the other party as  
439 a prerequisite to meeting.

440 (c) Failure to discuss proper subjects of bargaining  
441 bargainable issues.

442 (d) Refusing, upon reasonable written request, to provide  
443 public information, excluding work products as defined in s.  
444 447.605.

445 (e) Refusing to negotiate because of an unwanted person on  
446 the opposing negotiating team.

447 (f) Negotiating directly with employees rather than with  
448 their ~~certified~~ bargaining agent.

449 (g) Refusing to reduce a total agreement to writing.

450 ~~(18)~~ "Public safety unit" means a bargaining unit in which  
451 the majority of the public employees are employed as a law  
452 enforcement officer, correctional officer, or correctional  
453 probation officer, as those terms are defined in s. 943.10(1),  
454 (2), or (3), respectively; a firefighter as defined in s.  
455 633.102(9); a 911 public safety telecommunicator as defined in  
456 s. 401.465(1); or an emergency medical technician or a  
457 paramedic, as those terms are defined in s. 401.23.

458 ~~(19)~~ "Representational employee organization activities"  
459 means those activities specified in paragraphs (9)(i)-(m).

460 ~~(20)~~ "Showing of interest" means written statements signed  
461 and dated by public employees in a proposed or existing  
462 bargaining unit indicating the desire of the public employees



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463 either to be represented by the employee organization for  
464 purposes of collective bargaining or to no longer be represented  
465 by the bargaining agent for purposes of collective bargaining.

466 ~~(23)(18)~~ "Student representative" means the representative  
467 selected by each community college or university student  
468 government association. Each representative may be present at  
469 all negotiating sessions that take place between the appropriate  
470 public employer and a ~~an exclusive~~ bargaining agent. The  
471 representative must be enrolled as a student with at least 8  
472 credit hours in the respective community college or university  
473 during his or her term as student representative.

474 Section 6. Subsection (8) of section 447.205, Florida  
475 Statutes, is amended to read:

476 447.205 Public Employees Relations Commission.—

477 (8) The commission shall have a seal for authentication of  
478 its orders and proceedings, upon which shall be inscribed the  
479 words "State of Florida-Public Employees Relations Commission"  
480 ~~"State of Florida Employees Relations Commission"~~ and which shall  
481 be judicially noticed.

482 Section 7. Subsections (4), (5), (6), and (12) of section  
483 447.207, Florida Statutes, are amended to read:

484 447.207 Commission; powers and duties.—

485 (4) Any subpoena, ~~notice of hearing, or other process or~~  
486 ~~notice of the commission~~ issued under the provisions of this  
487 part must either shall be served personally or by certified  
488 mail, return receipt requested, or be served personally by any  
489 person specified by law to serve process or by any person who is  
490 not a party and who is 18 years of age or older. When certified  
491 mail is used, a returned post office receipt constitutes proof



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492 of service. When personal service is used, if the subpoena is  
493 not served by a person specified by law to serve process, an  
494 affidavit of the person making service constitutes proof of  
495 service. A return made and verified by the individual making  
496 such service and setting forth the manner of such service is  
497 proof of service, and a returned post office receipt, when  
498 certified mail is used, is proof of service. All process of any  
499 court to which application may be made under the provisions of  
500 this part shall be served in the county wherein the persons  
501 required to be served reside or may be found.

502 (5) The commission shall adopt rules as to the  
503 qualifications of persons who may serve as ~~mediators and~~ special  
504 magistrates and shall maintain a list lists of such qualified  
505 persons who are not employees of the commission. The commission  
506 may initiate dispute resolution procedures by special  
507 magistrates, pursuant to ~~the provisions of~~ this part.

508 (6) Pursuant to its established procedures, the commission  
509 shall resolve questions and controversies concerning claims for  
510 recognition as the bargaining agent for a bargaining unit,  
511 determine or approve units appropriate for purposes of  
512 collective bargaining, expeditiously process charges of unfair  
513 labor practices and violations of s. 447.505 by public  
514 employees, and resolve such other questions and controversies as  
515 it may be authorized herein to undertake. The petitioner,  
516 charging party, respondent, and any intervenors shall be the  
517 adversary parties before the commission in any adjudicatory  
518 proceeding conducted pursuant to this part. Any commission  
519 statement of general applicability that implements, interprets,  
520 or prescribes law or policy, made in the course of adjudicating



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521 a case pursuant to s. 447.307 or s. 447.503 ~~does shall~~ not  
522 constitute a rule within the meaning of s. 120.52.

523 (12) Upon a petition by a public employer after it has been  
524 notified by the Department of Labor that the public employer's  
525 protective arrangement covering mass transit employees does not  
526 meet the requirements of 49 U.S.C. s. 5333(b) and would  
527 jeopardize the public employer's continued eligibility to  
528 receive Federal Transit Administration funding, the commission  
529 may waive the application of this part, but only to the extent  
530 necessary for the public employer to comply with the  
531 ~~requirements of 49 U.S.C. s. 5333(b), any of the following for~~  
532 ~~an employee organization that has been certified as a bargaining~~  
533 ~~agent to represent mass transit employees:~~

534 ~~(a) The prohibition on dues and assessment deductions~~  
535 ~~provided in s. 447.303(1) as it applies to a mass transit~~  
536 ~~employee who has provided a copy of his or her membership~~  
537 ~~authorization form to the employer as part of the authorization~~  
538 ~~of dues deduction under a waiver.~~

539 ~~(b) The requirement to petition the commission for~~  
540 ~~recertification.~~

541 ~~(c) The revocation of certification provided in s.~~  
542 ~~447.305(6) and (7).~~

543 Section 8. Paragraph (b) of subsection (1) and subsection  
544 (2) of section 447.301, Florida Statutes, are amended to read:  
545 447.301 Public employees' rights; organization and  
546 representation.-

547 (1)

548 (b)1. A public employee who desires to be a member of an  
549 employee organization must sign and date a membership



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550 authorization form, as prescribed by the commission, and submit  
551 the executed form to the bargaining agent.

552 2. The membership authorization form must identify the name  
553 of the bargaining agent; the name of the employee; the class  
554 code and class title of the employee; the name of the public  
555 employer and employing agency, if applicable; the amount of the  
556 membership initiation fee and of the monthly dues which the  
557 public employee member must pay; and the names name and amounts  
558 total amount of salary, allowances, and other direct or indirect  
559 disbursements, including reimbursements, paid to each of the  
560 five highest compensated officers and employees of the employee  
561 organization disclosed under s. 447.305(2)(d) for the officers  
562 and employees receiving the five highest total dollar amounts.

563 3. The membership authorization form must contain the  
564 following statement in 14-point type:

565  
566 As a public employee in the State of Florida, is a right-to-work  
567 state. membership or nonmembership non-membership in a labor  
568 union is not required as a condition of employment, and Union  
569 membership and payment of membership union dues and assessments  
570 are voluntary. A public employee's Each person has the right to  
571 join and pay membership dues to a labor union or to refrain from  
572 joining and paying membership dues to a labor union is protected  
573 by both Florida's right-to-work law and the First Amendment of  
574 the United States Constitution. A public employer may not  
575 discriminate against a public No employee may be discriminated  
576 against in any manner for joining and financially supporting, a  
577 labor union or for refusing to join and e# financially support,  
578 a labor union.



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4. A public employee may revoke membership in the employee organization at any time ~~of the year. Within 30 days after~~ Upon receipt of the public employee's written revocation of membership, the employee organization must revoke the a public employee's membership and cease collection of membership dues for such public employee. The employee organization may not limit a public an employee's right to revoke membership to certain dates. If a public employee must complete a form to revoke membership in the employee organization, the form may not require a reason for the public employee's decision to revoke his or her membership.

5. An employee organization must retain for inspection by the commission such membership authorization forms and any revocations. A membership authorization form is valid if it meets the requirements in law at the time it was signed by the employee and if the employee's membership has not been subsequently revoked.

6. This paragraph does not apply to public employees in public safety units ~~members of a bargaining unit the majority of whose employees eligible for representation are employed as law enforcement officers, correctional officers, or correctional probation officers as those terms are defined in s. 943.10(1), (2), or (3), respectively; firefighters as defined in s. 633.102; 911 public safety telecommunicators as defined in s. 401.465(1)(a); or emergency medical technicians or paramedics as defined in s. 401.23.~~

7. The commission may adopt rules to implement this paragraph.



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(2) Public employees ~~shall~~ have the right to be represented by any employee organization of their own choosing and to negotiate collectively, through a ~~certified~~ bargaining agent, with their public employer in the determination of the terms and conditions of their employment. Public employees ~~shall~~ have the right to be represented in the determination of grievances on all terms and conditions of their employment. Public employees ~~shall~~ have the right to refrain from exercising the right to be represented.

Section 9. Subsections (1) and (2) of section 447.303, Florida Statutes, are amended to read:

447.303 Membership dues; deduction and collection.—

(1) Except as authorized in subsection (2) or subject to a waiver of the prohibition on membership dues deduction granted pursuant to s. 447.207(12), a public employer may not engage in membership dues deduction on behalf of s. 447.207(12)(a), an employee organization that has been certified as a bargaining agent may not have its dues and uniform assessments deducted and collected by the employer from the salaries of those employees in the unit. A public employee may pay membership dues and uniform assessments directly to the employee organization, any parent organization of the employee organization, or any affiliate of either the employee organization or the parent organization that has been certified as the bargaining agent.

(2) (a) Upon the written authorization of a public employee in a public safety unit, the public employer must engage in membership dues deduction for such public employee. A public employee may revoke his or her authorization for membership dues deduction upon providing 30 days' written notice to the public



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637 ~~employer and bargaining agent~~ An employee organization that has  
638 ~~been certified as a bargaining agent to represent a bargaining~~  
639 ~~unit the majority of whose employees eligible for representation~~  
640 ~~are employed as law enforcement officers, correctional officers,~~  
641 ~~or correctional probation officers as those terms are defined in~~  
642 ~~s. 943.10(1), (2), or (3), respectively; firefighters as defined~~  
643 ~~in s. 633.102; 911 public safety telecommunicators as defined in~~  
644 ~~s. 401.465(1)(a); or emergency medical technicians or paramedics~~  
645 ~~as defined in s. 401.23 has the right to have its dues and~~  
646 ~~uniform assessments for that bargaining unit deducted and~~  
647 ~~collected by the employer from the salaries of those employees~~  
648 ~~who authorize the deduction and collection of said dues and~~  
649 ~~uniform assessments. However, such authorization is revocable at~~  
650 ~~the employee's request upon 30 days' written notice to the~~  
651 ~~employer and employee organization. Said deductions shall~~  
652 ~~commence upon the bargaining agent's written request to the~~  
653 ~~employer.~~

654 (b) Reasonable costs to the public employer of engaging in  
655 membership dues said deductions is a proper subject of  
656 collective bargaining.

657 (c) The requirement to engage in membership dues deductions  
658 ~~Such right to deduction, unless revoked under s. 447.507, is in~~  
659 ~~force as for so long as the employee organization remains the~~  
660 ~~certified bargaining agent remains certified to represent for~~  
661 ~~the public employees in the bargaining unit.~~

662 Section 10. Section 447.305, Florida Statutes, is amended  
663 to read:

664 447.305 Registration of employee organizations  
665 ~~organization.~~



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666 (1) Every employee organization seeking to become a  
667 ~~certified~~ bargaining agent for public employees shall register  
668 with the commission ~~before~~ pursuant to the ~~procedures set forth~~  
669 ~~in s. 120.60 prior to requesting recognition by a public~~  
670 ~~employer for purposes of collective bargaining and prior to~~  
671 ~~submitting a certification, recertification, or unit~~  
672 ~~clarification petition to the commission requesting~~  
673 ~~certification as an exclusive bargaining agent. Further, If an~~  
674 ~~such employee organization is not registered, it may not~~  
675 ~~participate in a certification, recertification, or unit~~  
676 ~~clarification representation hearing; or participate in a~~  
677 ~~certification or recertification representation election; or be~~  
678 ~~certified as a an exclusive bargaining agent. The application~~  
679 ~~for registration required by this section must shall be under~~  
680 ~~oath and in such form as the commission may prescribe, and must~~  
681 ~~shall include all of the following:~~

682 (a) The name and address of the organization and ~~of~~ any  
683 parent organization or affiliate of the employee organization  
684 ~~with which it is affiliated.~~

685 (b) The names and addresses of the principal officers and  
686 all representatives of the organization.

687 (c) The amount ~~of the initiation fee and the amount~~ and  
688 collection frequency of the membership dues and uniform  
689 ~~assessments~~ that a member of the organization must pay.

690 (d) The current annual financial statement of the  
691 organization, prepared by an independent certified public  
692 accountant licensed under chapter 473.

693 (e) The name of its business agent, if any; if different  
694 from the business agent, the name of its local agent for service



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695 of process; and the addresses where such person or persons can  
696 be reached.

697 (f) A pledge, in a form prescribed by the commission, that  
698 the employee organization will conform to the laws of ~~this the~~  
699 state and that it will accept members without regard to age,  
700 race, sex, religion, or national origin.

701 (g) A copy of the current constitution and bylaws of the  
702 employee organization.

703 (h) A copy of the current constitution and bylaws of the  
704 state and national groups with which the employee organization  
705 is affiliated or associated. In lieu of this provision, and upon  
706 adoption of a rule by the commission, a state or national  
707 affiliate or parent organization of any registering employee  
708 ~~labor~~ organization may annually submit a copy of its current  
709 constitution and bylaws.

710 (2) A registration granted to an employee organization  
711 pursuant to this section runs for 1 year after ~~from~~ the date of  
712 issuance. A registration must be renewed annually by filing an  
713 application for renewal under oath with the commission, which  
714 application must reflect any changes in the information provided  
715 to the commission in conjunction with the employee  
716 organization's preceding application for registration or  
717 previous renewal, whichever is applicable. Each application for  
718 renewal of registration must include a current annual financial  
719 statement, prepared by an independent certified public  
720 accountant licensed under chapter 473 and signed by the employee  
721 organization's president and treasurer or corresponding  
722 principal officers, containing the following information in such  
723 detail as may be necessary to accurately ~~to~~ disclose its



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724 financial condition and operations for its preceding fiscal year  
725 and in all of the following ~~such~~ categories as prescribed by the  
726 commission ~~may prescribe~~:

727 (a) Assets and liabilities at the beginning and end of the  
728 fiscal year. ~~+~~

729 (b) Receipts of any kind and the sources thereof. ~~+~~

730 (c) Disbursements by category. ~~+~~

731 (d) Salary, wages, fringe benefits, allowances, and other  
732 direct or indirect disbursements, including reimbursed expenses,  
733 paid or accruing to each of its officers ~~officer~~ and also to  
734 each of its employees ~~employee~~ who, during such fiscal year,  
735 received more than \$10,000 in the aggregate from such employee  
736 organization and any parent organization of the ~~other~~ employee  
737 organization or any affiliate of either the employee  
738 organization or the parent organization. This paragraph requires  
739 reporting of any reimbursements paid by the employee  
740 organization to a public employer for moneys paid by the public  
741 employer to the employee organization's officers or employees.  
742 ~~affiliated with it or with which it is affiliated or which is~~  
743 ~~affiliated with the same national or international employee~~  
744 ~~organization.~~ ~~+~~

745 (e) Direct and indirect loans made to any of its officers  
746 ~~officer, employees employee, or members member~~ which aggregated  
747 more than \$250 during the fiscal year, together with a statement  
748 of the purpose, security, if any, and arrangements for  
749 repayment. ~~+~~ ~~and~~

750 (f) Direct and indirect loans to any business enterprise,  
751 together with a statement of the purpose, security, if any, and  
752 arrangements for repayment.



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753 (g) The amount of membership dues retained by or  
754 distributed to the employee organization, any parent  
755 organization of the employee organization, and any affiliate of  
756 either the employee organization or the parent organization.

757 (3) As part of its application for renewal of registration,  
758 a In addition to subsection (2), an employee organization that  
759 has been certified as the bargaining agent for public employees  
760 must include all of for each such certified bargaining unit the  
761 following information and documentation as of the 30th day  
762 immediately preceding the date upon which its current  
763 registration is scheduled to end for any renewal of registration  
764 on or after October 1, 2023:

765 (a) For each bargaining unit for which the bargaining agent  
766 is certified, the certification number assigned to the  
767 bargaining unit by the commission.

768 (b)(a) For each certification, the number of public  
769 employees in the bargaining unit who are eligible for  
770 representation by the employee organization.

771 (c) For each certification, the number of public employees  
772 in the bargaining unit who paid full membership dues sufficient  
773 to maintain membership in good standing in the bargaining agent.

774 (d)(b) For each certification, the number of public  
775 employees in the bargaining unit who have submitted signed  
776 membership authorization forms without a subsequent revocation  
777 of such membership.

778 (c) The number of employees in the bargaining unit who paid  
779 dues to the employee organization.

780 (d) The number of employees in the bargaining unit who did  
781 not pay dues to the employee organization.



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782 (e) An agreed-upon procedures report performed  
783 Documentation provided by an independent certified public  
784 accountant retained by the employee organization which verifies  
785 to assist in determining the accuracy of the information  
786 provided in paragraphs (b), (c), and (d) (a)-(d). The agreed-  
787 upon procedures must be conducted in accordance with attestation  
788 standards established by the American Institute of Certified  
789 Public Accountants.

790 (4) Within 30 days after filing an application for renewal  
791 of registration with the commission, the employee organization  
792 must provide a copy of its application for renewal of  
793 registration relating to a public employer's employees to the  
794 public employer and public employees of each bargaining unit for  
795 which the employee organization is the bargaining agent on the  
796 same day the application is submitted to the commission.

797 (5) An application for renewal of registration is  
798 incomplete and is not eligible for consideration by The  
799 commission must notify the bargaining agent if it does not  
800 include all of the information and documentation required in  
801 subsection (3) is incomplete. The bargaining agent must provide  
802 the missing information to the commission within 30 days after  
803 such notification. If the bargaining agent fails to provide the  
804 missing information within 30 days after notification, the  
805 commission must dismiss the application The commission shall  
806 notify the employee organization if the application is  
807 incomplete. An incomplete application must be dismissed if the  
808 required information and documentation are not provided within  
809 10 days after the employee organization receives such notice.

810 (6) The commission must notify the bargaining agent when



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811 ~~the information required in subsection (3) is complete. Within~~  
812 ~~30 days after such notification, the bargaining agent must~~  
813 ~~petition for recertification pursuant to s. 447.307 for each of~~  
814 ~~its bargaining units Notwithstanding the provisions of this~~  
815 ~~chapter relating to collective bargaining, an employee~~  
816 ~~organization certified as a bargaining agent to represent a~~  
817 ~~bargaining unit for which less than 60 percent of the public~~  
818 ~~unit employees in the bargaining unit have submitted membership~~  
819 ~~authorization forms without subsequent revocation and paid~~  
820 ~~membership dues to the organization, as reported under~~  
821 ~~subsection (3) during its last registration period must petition~~  
822 ~~the commission pursuant to s. 447.307(2) and (3) for~~  
823 ~~recertification as the exclusive representative of all employees~~  
824 ~~in the bargaining unit within 30 days after the date on which~~  
825 ~~the employee organization applies for renewal of registration~~  
826 ~~pursuant to subsection (2). The certification of an employee~~  
827 ~~organization that does not comply with this section is revoked.~~  
828 (7) If the public employer or a public employee of a  
829 bargaining unit represented by a bargaining agent believes that  
830 the bargaining agent's employee may challenge an employee  
831 organization's application for renewal of registration is  
832 materially inaccurate, if the public employer or public  
833 bargaining unit employee may challenge believes that the  
834 application as materially is inaccurate during the pendency of  
835 the application or, if the registration renewal has been  
836 granted, before the date upon which the bargaining agent's  
837 current registration is scheduled to end. If a challenge is  
838 filed, the commission or one of its designated agents must  
839 conduct an investigation pursuant to subsection (8) shall review



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840 ~~the application to determine its accuracy and compliance with~~  
841 ~~this section. If the commission finds that the application is~~  
842 ~~inaccurate or does not comply with this section, the commission~~  
843 ~~shall revoke the registration and certification of the employee~~  
844 ~~organization.~~  
845 (8) The commission or one of its designated agents may  
846 conduct an investigation to confirm the validity of any  
847 information submitted pursuant to this section. The commission  
848 may revoke or deny an employee organization's registration or  
849 certification if it finds that the employee organization:  
850 (a) Failed to cooperate with the investigation conducted  
851 pursuant to this subsection, including refusal to permit the  
852 commission or one of its designated agents to inspect membership  
853 authorization forms or revocations pursuant to s.  
854 447.301(1)(b)5.; or  
855 (b) Intentionally misrepresented the information it  
856 submitted pursuant to this section.  
857  
858 ~~A decision issued by the commission pursuant to this subsection~~  
859 ~~is a final agency action that is reviewable pursuant to s.~~  
860 ~~447.504.~~  
861 (9) An employee organization is exempt from the  
862 requirements of subsections (3)-(8) and (12) for each public  
863 safety unit it represents only with respect to the circumstances  
864 of each bargaining unit the majority of whose employees eligible  
865 for representation are employed as law enforcement officers,  
866 correctional officers, or correctional probation officers as  
867 those terms are defined in s. 943.10(1), (2), or (3),  
868 respectively; firefighters as defined in s. 633.102; 911 public



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869 ~~safety telecommunicators as defined in s. 401.465(1)(a); or~~  
870 ~~emergency medical technicians or paramedics as defined in s.~~  
871 ~~401.23.~~

872 (10) A registration fee ~~must~~ shall accompany each  
873 application for registration or renewal of registration filed  
874 with the commission. The registration fee may amount charged for  
875 ~~an application for registration or renewal of registration shall~~  
876 ~~not exceed \$15. All such money collected by the commission shall~~  
877 ~~be deposited in the General Revenue Fund.~~

878 (11) Every employee organization shall keep accurate  
879 accounts of its income and expenses, which accounts ~~must~~ shall  
880 be open for inspection at a all reasonable time and place times  
881 ~~by any member of the organization or by the commission or a~~  
882 public employee in a bargaining unit for which the employee  
883 organization is the bargaining agent. In addition, each employee  
884 organization that has been certified as a bargaining agent must  
885 provide to its members an annual financial report prepared by an  
886 independent certified public accountant licensed under chapter  
887 473 that includes a detailed breakdown of revenues and  
888 expenditures in such categories as the commission may prescribe,  
889 and an accounting of membership dues and assessments. The  
890 employee organization must notify its members annually of all  
891 costs of membership.

892 (12) The certification of an employee organization that  
893 does not comply with this section is revoked. An employee  
894 organization that has its certification revoked under this  
895 subsection may not file a petition for certification under s.  
896 447.307 which covers any of the public employees in the  
897 bargaining unit described in the revoked certification for at



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898 least 12 months after the date the certification was revoked.

899 (13) A decision issued by the commission under this section  
900 is a final agency action that is reviewable pursuant to s.  
901 447.504.

902 Section 11. Section 447.307, Florida Statutes, is amended  
903 to read:

904 447.307 Certification and recertification of employee  
905 organizations organization.-

906 (1) (a) An Any employee organization seeking certification  
907 or recertification as a bargaining agent must file a petition  
908 with the commission accompanied by a showing of interest from at  
909 least 30 percent of the public employees in the proposed or  
910 existing bargaining unit. The showing of interest statements  
911 must be signed and dated by the public employees not more than  
912 12 months before the filing of which is designated or selected  
913 by a majority of public employees in an appropriate unit as  
914 their representative for purposes of collective bargaining shall  
915 request recognition by the public employer. The public employer  
916 shall, if satisfied as to the majority status of the employee  
917 organization and the appropriateness of the proposed unit,  
918 recognize the employee organization as the collective bargaining  
919 representative of employees in the designated unit. Upon  
920 recognition by a public employer, the employee organization  
921 shall immediately petition the commission for certification. The  
922 commission shall review only the appropriateness of the unit  
923 proposed by the employee organization. If the unit is  
924 appropriate according to the criteria used in this part, the  
925 commission shall immediately certify the employee organization  
926 as the exclusive representative of all employees in the unit. If



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927 ~~the unit is inappropriate according to the criteria used in this~~  
928 ~~part, the commission may dismiss the petition.~~

929 ~~(b) Whenever a public employer recognizes an employee~~  
930 ~~organization on the basis of majority status and on the basis of~~  
931 ~~appropriateness in accordance with subparagraph (4)(f)5., the~~  
932 ~~commission shall, in the absence of inclusion of a prohibited~~  
933 ~~category of employees or violation of s. 447.501, certify the~~  
934 ~~proposed unit.~~

935 ~~(b)(2) A~~ If the public employer refuses to recognize the  
936 employee organization, the employee organization may file a  
937 petition with the commission for certification as the bargaining  
938 agent for a proposed bargaining unit. The petition shall be  
939 accompanied by dated statements signed by at least 30 percent of  
940 the employees in the proposed unit, indicating that such  
941 employees desire to be represented for purposes of collective  
942 bargaining by the petitioning employee organization. Once a  
943 petition for certification has been filed by an employee  
944 organization, any registered employee organization desiring  
945 placement on the ballot in any certification or recertification  
946 election to be conducted pursuant to this section may be  
947 permitted by the commission to intervene in the proceeding upon  
948 a motion accompanied by a showing of interest from dated  
949 statements signed by at least 10 percent of the public employees  
950 in the proposed or existing bargaining unit, indicating that  
951 such employees desire to be represented for the purposes of  
952 collective bargaining by the moving employee organization. The  
953 showing of interest petitions and dated statements must be  
954 signed and dated by the public employees not more than 12 months  
955 before the filing of the petition.



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956 ~~(c) The showing of interest is~~ are confidential and exempt  
957 ~~from the provisions of s. 119.07(1), except that any public~~  
958 ~~employee, public employer, or employee organization having~~  
959 ~~sufficient reason to believe that the showing of interest was~~  
960 ~~any of the employee signatures were obtained by collusion,~~  
961 ~~coercion, intimidation, or misrepresentation or is~~ are otherwise  
962 ~~invalid shall be given a reasonable opportunity to verify and~~  
963 ~~challenge the showing of interest signatures appearing on the~~  
964 ~~petition.~~

965 ~~(d) Notwithstanding paragraph (b), if any employees in the~~  
966 ~~proposed bargaining unit are represented by a bargaining agent~~  
967 ~~other than the petitioning employee organization, such~~  
968 ~~bargaining agent will be automatically added as a party to the~~  
969 ~~case and may appear on the ballot without being required to file~~  
970 ~~a motion to intervene or a showing of interest.~~

971 ~~(2) (a) A certification petition may not be filed regarding~~  
972 ~~any proposed or existing bargaining unit within 12 months after~~  
973 ~~the date the commission issues an order that verifies the~~  
974 ~~results of a certification, recertification, or decertification~~  
975 ~~election covering any of the public employees in the proposed or~~  
976 ~~existing bargaining unit.~~

977 ~~(b) If a valid collective bargaining agreement covering any~~  
978 ~~of the public employees in a proposed or existing bargaining~~  
979 ~~unit is in effect, a certification petition may only be filed~~  
980 ~~with the commission at least 90 but not more than 150 days~~  
981 ~~immediately preceding the expiration date of the collective~~  
982 ~~bargaining agreement, or at any time subsequent to such~~  
983 ~~agreement's expiration date but before the effective date of a~~  
984 ~~new collective bargaining agreement. The effective date of a~~



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985 collective bargaining agreement is the date of ratification of  
986 such agreement by both parties if such agreement becomes  
987 effective immediately or retroactively, or the collective  
988 bargaining agreement's actual effective date if such agreement  
989 becomes effective after its ratification date.

990 (3)(a) The commission or one of its designated agents shall  
991 investigate a certification or recertification ~~the~~ petition to  
992 determine its sufficiency; ~~if it has reasonable cause to believe~~  
993 ~~that the petition is sufficient, the commission shall provide~~  
994 ~~for an appropriate hearing upon due notice. Such a hearing may~~  
995 ~~be conducted by an agent of the commission. If the commission~~  
996 ~~finds that the petition is to be insufficient, the commission~~  
997 ~~must it may~~ dismiss the petition. If the commission finds ~~upon~~  
998 ~~the record of the hearing that the petition is sufficient, the~~  
999 ~~commission must it shall immediately:~~

1000 (a)1- Define the proposed or existing bargaining unit and  
1001 determine which public employees are shall be qualified and  
1002 entitled to vote at any election held by the commission. Upon  
1003 providing due notice, the commission may provide for a hearing.

1004 (b)2- Identify the public employer or employers for  
1005 purposes of collective bargaining with the bargaining agent.

1006 (c)3- Order an election by secret ballot, the cost of said  
1007 election and any required runoff election to be borne equally by  
1008 the parties, except as the commission may provide by rule. The  
1009 commission's order assessing costs of an election may be  
1010 enforced pursuant to the provisions of this part.

1011 (4) (a) Except as provided in paragraph (b), elections are  
1012 determined as follows for all certification or recertification  
1013 petitions filed on or after July 1, 2026:



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1014 ~~1. (b) If when~~ an employee organization is selected by a  
1015 majority vote of the public employees who are in the bargaining  
1016 unit as of the date set by the commission voting in an election,  
1017 the commission shall certify or recertify the employee  
1018 organization as the exclusive collective bargaining agent for  
1019 the public representative of all employees in the unit.

1020 2. A runoff election shall be held according to rules  
1021 adopted by the commission if, in the election conducted under  
1022 subparagraph 1., there was more than one employee organization  
1023 on the ballot, a majority of the public employees who are in the  
1024 bargaining unit as of the date set by the commission voted in  
1025 the election, and none of the choices on the ballot received a  
1026 majority vote of the public employees who are in the bargaining  
1027 unit as of the date set by the commission.

1028 (b) Certification elections involving public safety units  
1029 are determined as follows:

1030 1. If an employee organization is selected by a majority  
1031 vote of the public employees voting in the election, the  
1032 commission shall certify the employee organization as the  
1033 bargaining agent for the public employees in the bargaining  
1034 unit.

1035 2. A runoff election shall be held according to rules  
1036 adopted by the commission if, in the election conducted under  
1037 subparagraph 1., there was more than one employee organization  
1038 on the ballot and none of the choices on the ballot received a  
1039 majority vote of the public employees voting in the election.

1040 (c) Certification, recertification, or revocation under  
1041 this section is effective upon the issuance of a the final order  
1042 by the commission or, if the final order is appealed, at the



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1043 time the appeal is exhausted or any stay is vacated by the  
1044 commission or a the court.

1045 ~~(c) In any election in which none of the choices on the~~  
1046 ~~ballot receives the vote of a majority of the employees voting,~~  
1047 ~~a runoff election shall be held according to rules promulgated~~  
1048 ~~by the commission.~~

1049 ~~(d) No petition may be filed seeking an election in any~~  
1050 ~~proposed or existing appropriate bargaining unit to determine~~  
1051 ~~the exclusive bargaining agent within 12 months after the date~~  
1052 ~~of a commission order verifying a representation election or, if~~  
1053 ~~an employee organization prevails, within 12 months after the~~  
1054 ~~date of an effective certification covering any of the employees~~  
1055 ~~in the proposed or existing bargaining unit. Furthermore, if a~~  
1056 ~~valid collective bargaining agreement covering any of the~~  
1057 ~~employees in a proposed unit is in effect, a petition for~~  
1058 ~~certification may be filed with the commission only during the~~  
1059 ~~period extending from 150 days to 90 days immediately preceding~~  
1060 ~~the expiration date of that agreement, or at any time subsequent~~  
1061 ~~to its expiration date but prior to the effective date of any~~  
1062 ~~new agreement. The effective date of a collective bargaining~~  
1063 ~~agreement means the date of ratification by both parties, if the~~  
1064 ~~agreement becomes effective immediately or retroactively, or its~~  
1065 ~~actual effective date, if the agreement becomes effective after~~  
1066 ~~its ratification date.~~

1067 (5)(4) In defining a proposed bargaining unit, the  
1068 commission shall take into consideration:

1069 (a) The principles of efficient administration of  
1070 government.

1071 (b) The number of employee organizations with which the



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1072 employer might have to negotiate.

1073 (c) The compatibility of the unit with the joint  
1074 responsibilities of the public employer and public employees to  
1075 represent the public.

1076 (d) The power of the officials of government at the level  
1077 of the unit to agree, or make effective recommendations to  
1078 another administrative authority or to a legislative body, with  
1079 respect to matters of employment upon which the employee desires  
1080 to negotiate.

1081 (e) The organizational structure of the public employer.

1082 (f) Community of interest among the employees to be  
1083 included in the unit, considering:

1084 1. The manner in which wages and other terms of employment  
1085 are determined.

1086 2. The method by which jobs and salary classifications are  
1087 determined.

1088 3. The interdependence of jobs and interchange of  
1089 employees.

1090 4. The desires of the employees.

1091 5. The history of employee relations within the  
1092 organization of the public employer concerning organization and  
1093 negotiation and the interest of the employees and the employer  
1094 in the continuation of a traditional, workable, and accepted  
1095 negotiation relationship.

1096 (g) The statutory authority of the public employer to  
1097 administer a classification and pay plan.

1098 (h) Such other factors and policies as the commission may  
1099 deem appropriate.

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1101 However, ~~a bargaining~~ ~~no~~ unit may not ~~shall~~ be established or  
1102 approved for purposes of collective bargaining which includes  
1103 both professional and nonprofessional employees unless a  
1104 majority of each group votes for inclusion in such bargaining  
1105 unit.

1106 Section 12. Section 447.3076, Florida Statutes, is created  
1107 to read:

1108 447.3076 Clarification of bargaining units.-

1109 (1) A petition to clarify the composition of a bargaining  
1110 unit may be filed with the commission when significant changes  
1111 in statutory law or case law require clarification of the  
1112 bargaining unit or when a classification was:

1113 (a) Created or substantially changed after the unit was  
1114 initially defined by the commission;

1115 (b) Retitled with no substantial change in job duties; or

1116 (c) Included or excluded through inadvertence or  
1117 misunderstanding by the commission.

1118 (2) A bargaining unit clarification petition may be filed  
1119 by the bargaining agent for the bargaining unit or by the public  
1120 employer of the public employees in the unit.

1121 (3) A copy of the petition must be served on the public  
1122 employer and any bargaining agent that is certified to represent  
1123 any employee or classification which may be substantially  
1124 affected by the proposed bargaining unit clarification.

1125 (4) If any substantially affected employees are not  
1126 represented by a bargaining agent, the public employer must  
1127 provide a copy of the petition to those employees within 10 days  
1128 after the filing of the petition.

1129 (5) When the clarification of a bargaining unit would



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1130 result in an increase in the size of the bargaining unit by more  
1131 than 25 percent, the unit clarification petition raises a  
1132 question concerning representation and must be dismissed.

1133 Section 13. Section 447.308, Florida Statutes, is amended  
1134 to read:

1135 447.308 Decertification ~~Revocation of certification of~~  
1136 ~~employee organizations organization.-~~

1137 (1) A public ~~Any~~ employee or group of public employees  
1138 which no longer desires to be represented by a ~~the~~ certified  
1139 bargaining agent may file with the commission a petition to  
1140 decertify the bargaining agent ~~revoke certification~~. The  
1141 petition ~~must~~ shall be accompanied by a showing of interest from  
1142 ~~dated statements signed by~~ at least 30 percent of the public  
1143 employees in the bargaining unit, ~~indicating that such employees~~  
1144 ~~no longer desire to be represented for purposes of collective~~  
1145 ~~bargaining by the certified bargaining agent. The time of filing~~  
1146 ~~said petition shall be governed by the provisions of s.~~  
1147 ~~447.307(3)(d) relating to petitions for certification. The~~  
1148 showing of interest statements must be signed and dated by the  
1149 public employees not more than 12 months before the filing of  
1150 the petition. Any employee, employer, or employee organization  
1151 having sufficient reason to believe that the showing of interest  
1152 ~~was any of the employee signatures were~~ obtained by collusion,  
1153 coercion, intimidation, or misrepresentation or is ~~are~~ otherwise  
1154 invalid shall be given a reasonable opportunity to verify and  
1155 challenge the showing of interest signatures appearing on the  
1156 ~~petition.~~

1157 (2) (a) A decertification petition may not be filed  
1158 regarding the bargaining unit within 12 months after the date



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1159 the commission issues an order that verifies the results of a  
1160 certification, recertification, or decertification election  
1161 covering any of the public employees in the unit.

1162 (b) If a valid collective bargaining agreement covering any  
1163 of the public employees in the bargaining unit is in effect, a  
1164 decertification petition may only be filed with the commission  
1165 at least 90 but not more than 150 days immediately preceding the  
1166 expiration date of the collective bargaining agreement, or at  
1167 any time after such agreement's expiration date but before the  
1168 effective date of a new collective bargaining agreement. The  
1169 effective date of a collective bargaining agreement is the date  
1170 of ratification of such agreement by both parties if such  
1171 agreement becomes effective immediately or retroactively, or the  
1172 collective bargaining agreement's actual effective date if such  
1173 agreement becomes effective after its ratification date.

1174 (3) The commission or one of its designated agents shall  
1175 investigate the decertification petition to determine its  
1176 sufficiency. If the commission finds that the petition is to be  
1177 insufficient, the commission must it may dismiss the petition.  
1178 If the commission finds that the petition is sufficient, the  
1179 commission must it shall immediately:

1180 (a) Identify the bargaining unit and determine which public  
1181 employees shall be qualified and entitled to vote in the  
1182 election held by the commission.

1183 (b) Identify the public employer or employers of the  
1184 bargaining unit.

1185 (c) Order an election by secret ballot, the cost of said  
1186 election to be borne equally by the parties, except as the  
1187 commission may provide by rule. The commission's order assessing



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1188 costs of an election may be enforced pursuant to ~~the provisions~~  
1189 ~~of this part.~~

1190 (4) (a) Except as provided in paragraph (b), elections are  
1191 determined as follows for all decertification petitions filed on  
1192 or after July 1, 2026:

1193 1. If decertification of the bargaining agent is selected  
1194 by a majority vote of the public employees who are in the  
1195 bargaining unit as of the date set by the commission, the  
1196 commission shall revoke the bargaining agent's certification for  
1197 that bargaining unit.

1198 2. If decertification is not selected by a majority vote of  
1199 the public employees who are in the bargaining unit as of the  
1200 date set by the commission, the bargaining agent shall retain  
1201 its certification for that bargaining unit.

1202 (b) Decertification elections involving public safety units  
1203 are determined as follows:

1204 1. ~~(2)~~ If decertification is selected by a majority vote of  
1205 the public employees voting in the such election ~~vote against~~  
1206 the continuation of representation by the certified bargaining  
1207 agent, the commission shall revoke the certification of the  
1208 employee organization as the exclusive bargaining agent's  
1209 certification for that agent for the employees in the bargaining  
1210 unit ~~shall be revoked.~~

1211 2. ~~(3)~~ If decertification is not selected by a majority vote  
1212 of the public employees voting in the such election ~~do not vote~~  
1213 against the continuation of representation by the certified  
1214 bargaining agent, the bargaining agent shall retain its  
1215 certification for that bargaining of the employee organization  
1216 as the exclusive bargaining agent for the employees in the unit



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1217 ~~shall be retained by the organization.~~

1218 (c) Revocation under this section is effective upon the  
1219 issuance of a final order by the commission or, if the final  
1220 order is appealed, at the time the appeal is exhausted or any  
1221 stay is vacated by the commission or a court.

1222 Section 14. Section 447.309, Florida Statutes, is amended  
1223 to read:

1224 447.309 Collective bargaining; approval or rejection.—

1225 (1) After an employee organization has been certified as  
1226 the bargaining agent of a bargaining unit pursuant to the  
1227 provisions of this part, the bargaining agent for the  
1228 organization and the chief executive officer of the appropriate  
1229 public employer or employers, jointly, shall bargain  
1230 collectively in the determination of the wages, hours, and terms  
1231 and conditions of employment of the public employees within the  
1232 bargaining unit. The chief executive officer or his or her  
1233 representative and the bargaining agent or its representative  
1234 shall meet at reasonable times and bargain in good faith. In  
1235 conducting negotiations with the bargaining agent, the chief  
1236 executive officer or his or her representative shall consult  
1237 with, and attempt to represent the views of, the legislative  
1238 body of the public employer. Any collective bargaining agreement  
1239 reached by the negotiators must shall be reduced to writing, and  
1240 such agreement must shall be signed by the chief executive  
1241 officer and the bargaining agent. Any agreement signed by the  
1242 chief executive officer and the bargaining agent is shall not be  
1243 binding on the public employer until such agreement has been  
1244 ratified by the public employer and the by public employees in  
1245 who are members of the bargaining unit, subject to the



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1246 ~~provisions of~~ subsections (2) and (3). However, with respect to  
1247 statewide bargaining units, any agreement signed by the Governor  
1248 and the bargaining agent for such a bargaining unit is shall not  
1249 ~~be~~ binding until approved by the public employees in who are  
1250 ~~members of~~ the bargaining unit, subject to ~~the provisions of~~  
1251 subsections (2) and (3).

1252 (2) (a) Upon execution of the collective bargaining  
1253 agreement, the chief executive shall, in his or her annual  
1254 budget request or by other appropriate means, request the  
1255 legislative body to appropriate such amounts as shall be  
1256 sufficient to fund the provisions of the collective bargaining  
1257 agreement.

1258 (b) If the state is a party to a collective bargaining  
1259 agreement in which less than the requested amount is  
1260 appropriated by the Legislature, the collective bargaining  
1261 agreement shall be administered on the basis of the amounts  
1262 appropriated by the Legislature. The failure of the Legislature  
1263 to appropriate funds sufficient to fund the collective  
1264 bargaining agreement does shall not constitute, or be evidence  
1265 of, any unfair labor practice. All collective bargaining  
1266 agreements entered into by the state are subject to the  
1267 appropriations powers of the Legislature, and ~~the provisions of~~  
1268 this section may shall not conflict with the exclusive authority  
1269 of the Legislature to appropriate funds.

1270 (3) If any provision of a collective bargaining agreement  
1271 is in conflict with any law, ordinance, rule, or regulation over  
1272 which the chief executive officer has no amendatory power, the  
1273 chief executive officer shall submit to the appropriate  
1274 governmental body having amendatory power a proposed amendment



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1275 to such law, ordinance, rule, or regulation. Unless and until  
1276 such amendment is enacted or adopted and becomes effective, the  
1277 conflicting provision of the collective bargaining agreement may  
1278 ~~shall~~ not become effective.

1279 (4) If the agreement is not ratified by the public employer  
1280 or is not approved by a majority ~~vote~~ of the public employees  
1281 voting ~~in the unit~~, in accordance with procedures adopted by the  
1282 commission, the agreement shall be returned to the chief  
1283 executive officer and the bargaining agent ~~employee organization~~  
1284 for further negotiations.

1285 (5) ~~A~~ Any collective bargaining agreement may ~~shall~~ not  
1286 provide for a term of existence of more than 3 years and must  
1287 ~~shall~~ contain all of the terms and conditions of employment of  
1288 the employees in the bargaining unit during such term except  
1289 those terms and conditions provided for in applicable merit and  
1290 civil service rules and regulations.

1291 Section 15. Section 447.401, Florida Statutes, is amended  
1292 to read:

1293 447.401 Grievance procedures.—Each public employer and  
1294 bargaining agent shall negotiate a grievance procedure to be  
1295 used for the settlement of disputes between a public employer  
1296 and a public employee, or a group of public employees, involving  
1297 the interpretation or application of a collective bargaining  
1298 agreement. ~~The Such~~ grievance procedure must ~~shall~~ have as its  
1299 terminal step a final and binding disposition by an impartial  
1300 neutral arbitrator, mutually selected by the parties; however,  
1301 when the issue under appeal is an allegation of abuse,  
1302 abandonment, or neglect of a child by a public ~~an~~ employee under  
1303 s. 39.201 or an allegation of abuse, neglect, or exploitation of



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1304 a vulnerable adult by a public employee under s. 415.1034, the  
1305 grievance may not be decided until such allegation ~~the abuse,~~  
1306 ~~abandonment, or neglect of a child~~ has been judicially  
1307 determined. However, an arbitrator ~~arbitrator~~ or other neutral  
1308 party may ~~shall not have the power to~~ add to, subtract from,  
1309 modify, or alter the terms of a collective bargaining agreement.  
1310 If an employee organization is certified as the bargaining agent  
1311 of a bargaining unit, the grievance procedure then in existence  
1312 may be the subject of collective bargaining, and any agreement  
1313 that which is reached shall supersede the previously existing  
1314 procedure. All public employees ~~shall~~ have the right to a fair  
1315 and equitable grievance procedure administered without regard to  
1316 membership or nonmembership in any employee organization, except  
1317 that bargaining agents may ~~certified employee organizations~~  
1318 ~~shall~~ not be required to process grievances for public employees  
1319 who are not members of the employee organization. A public  
1320 ~~career service~~ employee may use ~~shall have the option of~~  
1321 ~~utilizing~~ the civil service appeal procedure, an unfair labor  
1322 practice procedure, or a grievance procedure established under  
1323 this section, but may not avail ~~such employee is precluded from~~  
1324 ~~availing~~ himself or herself of ~~to~~ more than one of these  
1325 procedures.

1326 Section 16. Subsections (1) through (4) of section 447.403,  
1327 Florida Statutes, are amended to read:

1328 447.403 Resolution of impasses.—

1329 (1) If, after a reasonable period of negotiation concerning  
1330 the terms and conditions of employment to be incorporated in a  
1331 collective bargaining agreement, a dispute exists between a  
1332 public employer and a bargaining agent, either party may declare



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1333 an impasse ~~by providing written notification shall be deemed to~~  
1334 ~~have occurred when one of the parties so declares in writing to~~  
1335 the other party and to the commission. When an impasse occurs,  
1336 the public employer or the bargaining agent, or both parties  
1337 acting jointly, may ~~use appoint~~, or secure the services  
1338 ~~appointment~~ of, a mediator to assist in the resolution of the  
1339 impasse. If the Governor is the public employer or for an  
1340 impasse declared pursuant to s. 447.4095, a ~~ne~~ mediator may not  
1341 ~~shall~~ be appointed.

1342 (2) (a) If a ~~ne~~ mediator is not used under subsection (1)  
1343 ~~appointed~~, or upon the request of either party, the commission  
1344 must shall appoint, and submit all unresolved issues to, a  
1345 special magistrate acceptable to both parties. If the parties  
1346 are unable to agree on the appointment of a special magistrate,  
1347 the commission must shall appoint, in its discretion, a  
1348 qualified special magistrate. However, if the parties agree in  
1349 writing to waive the appointment of a special magistrate, the  
1350 parties may proceed directly to resolution of the impasse by the  
1351 legislative body pursuant to paragraph (4) (d). Nothing in this  
1352 section precludes the parties from using the services of a  
1353 mediator at any time during the conduct of collective  
1354 bargaining.

1355 (b) If the Governor is the public employer, a ~~ne~~ special  
1356 magistrate may not shall be appointed. The parties must may  
1357 proceed directly to the Legislature for resolution of the  
1358 impasse pursuant to paragraph (4) (d).

1359 (c) For an impasse declared pursuant to s. 447.4095(2), the  
1360 parties must agree on a special magistrate and submit the  
1361 agreed-upon name to the commission within 5 calendar days after



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1362 the declaration of impasse. Within 2 business days after the  
1363 submission of the special magistrate's name, the commission must  
1364 appoint the agreed-upon special magistrate. If the parties do  
1365 not submit the name of an agreed-upon special magistrate to the  
1366 commission within 5 calendar days after the declaration of  
1367 impasse, the commission must appoint a special magistrate of its  
1368 choosing within 5 calendar days after the parties' deadline to  
1369 submit the name of the agreed-upon special magistrate. Within 5  
1370 calendar days after the special magistrate is appointed, each  
1371 party must submit a list of issues at impasse to the special  
1372 magistrate and serve a copy of the list on the other party at  
1373 the same time.

1374 (3) The special magistrate must shall hold a hearing  
1375 ~~hearings~~ in order to define the area or areas of dispute, to  
1376 determine facts relating to the dispute, and to render a  
1377 decision on any and all unresolved contract issues. The hearing  
1378 must hearings shall be held at a time, date, and place ~~times,~~  
1379 ~~dates, and places~~ to be established by the special magistrate in  
1380 accordance with rules adopted promulgated by the commission. For  
1381 an impasse declared pursuant to s. 447.4095(2), a hearing must  
1382 be held within 20 calendar days after the parties submit the  
1383 list of issues at impasse to the special magistrate. The special  
1384 magistrate may shall be empowered to administer oaths and issue  
1385 subpoenas on behalf of the parties to the dispute or on his or  
1386 her own behalf. Within 15 calendar days after the close of the  
1387 ~~final~~ hearing, or 7 calendar days after the close of the hearing  
1388 for an impasse declared pursuant to s. 447.4095(2), the special  
1389 magistrate must submit shall transmit his or her recommended  
1390 decision to the commission and to the representatives of both



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1391 parties by any method of service agreed to by the parties which  
1392 establishes proof of delivery registered mail, return receipt  
1393 requested. Such recommended decision must shall be discussed by  
1394 the parties, and each recommendation of the special magistrate  
1395 is shall be deemed approved by both parties unless specifically  
1396 rejected by either party by written notice filed with the  
1397 commission within 20 calendar days, or 10 calendar days for an  
1398 impasse declared pursuant to s. 447.4095(2), after the date the  
1399 party received the special magistrate's recommended decision.  
1400 The written notice must shall include a statement of the cause  
1401 for each rejection and shall be served upon the other party at  
1402 the same time as it is filed with the commission.

1403 (4) If either the public employer or the bargaining agent  
1404 employee organization does not accept, in whole or in part, the  
1405 recommended decision of the special magistrate, all of the  
1406 following procedures apply:

1407 (a) The chief executive officer of the governmental entity  
1408 involved shall, within 10 calendar days after rejection of a  
1409 recommendation of the special magistrate, submit to the  
1410 legislative body of the governmental entity involved a copy of  
1411 the findings of fact and recommended decision of the special  
1412 magistrate, together with the chief executive officer's  
1413 recommendations for settling the disputed impasse issues. The  
1414 chief executive officer shall also submit transmit his or her  
1415 recommendations to the bargaining agent at the same time as the  
1416 recommendations are submitted to the legislative body. employee  
1417 organization.

1418 (b) Within 10 calendar days after rejection of a  
1419 recommendation of the special magistrate, the bargaining agent



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1420 ~~employee organization~~ shall submit its recommendations for  
1421 settling the disputed impasse issues to such legislative body  
1422 and to the chief executive officer. ~~†~~

1423 (c) The legislative body or its a duly authorized committee  
1424 ~~thereof~~ shall ~~forthwith~~ conduct a public hearing at which the  
1425 parties shall ~~be required to~~ explain their positions with  
1426 respect to the rejected recommendations of the special  
1427 magistrate. For an impasse declared pursuant to s. 447.4095(2),  
1428 the legislative body must conduct the public hearing within 20  
1429 calendar days after the parties submit their recommendations to  
1430 the legislative body. ~~†~~

1431 (d) Thereafter, the legislative body shall take such action  
1432 as it deems to be in the public interest, including the interest  
1433 of the public employees involved, to resolve all disputed  
1434 impasse issues. For an impasse declared pursuant to s.  
1435 447.4095(2), the legislative body must take action within 10  
1436 calendar days after the close of the public hearing. ~~† and~~

1437 (e) 1. Following the resolution of the disputed impasse  
1438 issues by the legislative body, the parties shall reduce to  
1439 writing an agreement which includes those issues agreed to by  
1440 the parties and those disputed impasse issues resolved by the  
1441 legislative body's action taken pursuant to paragraph (d). For  
1442 an impasse declared pursuant to s. 447.4095(2), the parties must  
1443 reduce the agreement to writing within 10 calendar days after  
1444 the resolution of the disputed impasse issues by the legislative  
1445 body.

1446 2. The agreement must shall be signed by the chief  
1447 executive officer and the bargaining agent and ~~shall~~ be  
1448 submitted to the public employer and ~~to~~ the public employees in



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1449 ~~who are members of~~ the bargaining unit for ratification. For an  
1450 impasse declared pursuant to s. 447.4095(2), the chief executive  
1451 officer and the bargaining agent must sign the agreement within  
1452 7 calendar days after the agreement is reduced to writing and  
1453 must submit the agreement to the public employer and the  
1454 bargaining unit for ratification within 10 calendar days after  
1455 the agreement is signed. For an impasse declared pursuant to s.  
1456 447.4095(2), the agreement must be signed, submitted, and  
1457 ratified separately from other bargainable issues.

1458 3. If ~~the such~~ agreement is not ratified by all parties,  
1459 pursuant to ~~the provisions of~~ s. 447.309, the legislative body's  
1460 action taken pursuant to ~~the provisions of~~ paragraph (d) shall  
1461 take effect as of the date of such legislative body's action for  
1462 the remainder of the first fiscal year which was the subject of  
1463 negotiations; however, the legislative body's action may shall  
1464 not take effect with respect to those disputed impasse issues  
1465 that which establish the language of contractual provisions that  
1466 which could have no effect in the absence of a ratified  
1467 agreement, including, but not limited to, preambles, recognition  
1468 clauses, and duration clauses.

1469 Section 17. Section 447.405, Florida Statutes, is amended  
1470 to read:

1471 447.405 Factors to be considered by the special  
1472 magistrate.—The special magistrate shall conduct the hearings  
1473 and render recommended decisions with the objective of achieving  
1474 a prompt, peaceful, and just settlement of disputes between the  
1475 bargaining agents ~~public employee organizations~~ and the public  
1476 employers. The factors, ~~among others,~~ to be given weight by the  
1477 special magistrate in arriving at a recommended decision must



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1478 ~~shall~~ include:

1479 (1) Comparison of the annual income of employment of the  
1480 public employees in question with the annual income of  
1481 employment maintained for the same or similar work of employees  
1482 exhibiting like or similar skills under the same or similar  
1483 working conditions in the local operating area involved.

1484 (2) Comparison of the annual income of employment of the  
1485 public employees in question with the annual income of  
1486 employment of public employees in similar public employee  
1487 governmental bodies of comparable size within this the state.

1488 (3) The interest and welfare of the public.

1489 (4) Comparison of peculiarities of employment in regard to  
1490 other trades or professions, specifically with respect to:

1491 (a) Hazards of employment.

1492 (b) Physical qualifications.

1493 (c) Educational qualifications.

1494 (d) Intellectual qualifications.

1495 (e) Job training and skills.

1496 (f) Retirement plans.

1497 (g) Sick leave.

1498 (h) Job security.

1499 (5) Availability of funds.

1500 Section 18. Section 447.4095, Florida Statutes, is amended  
1501 to read:

1502 447.4095 Financial urgency.—

1503 (1) In the event of a financial urgency requiring  
1504 modification of an agreement, the chief executive officer or his  
1505 or her representative and the bargaining agent or its  
1506 representative must shall meet as soon as possible to negotiate



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1507 the impact of the financial urgency. If after a reasonable  
 1508 period of negotiation, which ~~may shall~~ not exceed 14 calendar  
 1509 days, a dispute exists between the public employer and the  
 1510 bargaining agent, an impasse ~~is shall~~ be deemed to have  
 1511 occurred, and one of the parties ~~must shall~~ so declare in  
 1512 writing to the other party and to the commission. The parties  
 1513 ~~must shall~~ then proceed to follow the requirements under  
 1514 ~~pursuant to the provisions of s. 447.403.~~ An unfair labor  
 1515 practice charge ~~may shall~~ not be filed during the 14 calendar  
 1516 days during which negotiations are occurring under pursuant to  
 1517 this section.

1518 (2) For the purposes of this section, the implementation of  
 1519 appropriations to local governments by the Legislature which are  
 1520 specifically directed in law to be disbursed as salaries to  
 1521 employees of local governments is considered a financial  
 1522 urgency. If the use of funding appropriated by the Legislature  
 1523 to local governments is restricted to salaries and associated  
 1524 costs of such salaries and the implementation of such  
 1525 appropriations will require modification of an agreement, the  
 1526 chief executive officer or his or her representative and the  
 1527 bargaining agent or its representative must meet within 15  
 1528 calendar days after the effective date of the appropriation to  
 1529 negotiate the impact of the financial urgency. If, 30 calendar  
 1530 days after the effective date of the appropriation, a dispute  
 1531 exists between the public employer and the bargaining agent as  
 1532 to the impact of the financial urgency, one of the parties must,  
 1533 within 2 business days, declare an impasse in writing to the  
 1534 other party and to the commission. The parties must then proceed  
 1535 to follow the requirements under s. 447.403. An unfair labor



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1536 practice charge may not be filed during the 30-day period of  
 1537 negotiations or while the parties are proceeding through the  
 1538 resulting impasse process. This subsection does not apply to  
 1539 public employees in public safety units.

1540 Section 19. Paragraphs (c) and (f) of subsection (1) and  
 1541 subsection (2) of section 447.501, Florida Statutes, are  
 1542 amended, and paragraph (g) is added to subsection (1) of that  
 1543 section, to read:  
 1544 447.501 Unfair labor practices.—  
 1545 (1) Public employers or their agents or representatives are  
 1546 prohibited from:  
 1547 (c) Refusing to bargain collectively, failing to bargain  
 1548 collectively in good faith, or refusing to sign a final  
 1549 agreement agreed upon with the ~~certified~~ bargaining agent for  
 1550 the public employees in the bargaining unit.  
 1551 (f) Refusing to discuss grievances in good faith pursuant  
 1552 to the terms of the collective bargaining agreement with either  
 1553 the ~~certified~~ bargaining agent for the public employee or the  
 1554 employee involved.  
 1555 (g) Failing to provide to any registered employee  
 1556 organization or any petitioning public employee who is seeking  
 1557 to support, oppose, or intervene in the certification,  
 1558 recertification, or decertification of a bargaining agent equal  
 1559 access to the public employer's facilities and its internal  
 1560 means of communication for those purposes. The public employer  
 1561 must provide such equal access from the date of the filing of a  
 1562 petition pursuant to s. 447.307 or s. 447.308 until the final  
 1563 resolution of the petition.  
 1564 (2) An A public employee organization or anyone acting on



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1565 ~~in~~ its behalf or its officers, representatives, agents, or  
1566 members are prohibited from:

1567 (a) Interfering with, restraining, or coercing public  
1568 employees in the exercise of any rights guaranteed them under  
1569 this part or interfering with, restraining, or coercing  
1570 managerial employees by reason of their performance of job  
1571 duties or other activities undertaken in the interests of the  
1572 public employer.

1573 (b) Causing or attempting to cause a public employer to  
1574 discriminate against a public ~~an~~ employee because of such ~~the~~  
1575 employee's membership or nonmembership in an employee  
1576 organization or attempting to cause the public employer to  
1577 violate ~~any of the provisions of~~ this part.

1578 (c) Refusing to bargain collectively or failing to bargain  
1579 collectively in good faith with a public employer.

1580 (d) Discriminating against a public ~~an~~ employee because he  
1581 or she has signed or filed an affidavit, a petition, or a  
1582 complaint or given any information or testimony in any  
1583 proceedings provided for in this part.

1584 (e) Participating in a strike against the public employer  
1585 by instigating or supporting, in any positive manner, a strike.  
1586 A person who violates ~~Any violation of~~ this paragraph is ~~shall~~  
1587 ~~subject the violator~~ to the penalties provided in this part.

1588 (f) Instigating or advocating support, in any positive  
1589 manner, for an employee organization's activities from high  
1590 school or grade school students or students in institutions of  
1591 higher learning.

1592 Section 20. Subsection (1) of section 447.503, Florida  
1593 Statutes, is amended to read:



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1594 447.503 Charges of unfair labor practices.—It is the intent  
1595 of the Legislature that the commission act as expeditiously as  
1596 possible to settle disputes regarding alleged unfair labor  
1597 practices. To this end, violations of the provisions of s.  
1598 447.501 shall be remedied by the commission in accordance with  
1599 the following procedures and in accordance with chapter 120;  
1600 however, to the extent that chapter 120 is inconsistent with the  
1601 provisions of this section, the procedures contained in this  
1602 section shall govern:

1603 (1) A proceeding to remedy a violation of ~~the provisions of~~  
1604 s. 447.501 must ~~shall~~ be initiated by the filing of a charge  
1605 with the commission by a public ~~an~~ employer, a public employee,  
1606 or an employee organization, or any combination thereof, whose  
1607 substantial interests will be affected as referenced in chapter  
1608 120. Such a charge must ~~shall~~ contain a clear and concise  
1609 statement of facts constituting the alleged unfair labor  
1610 practice, including the names of all individuals involved in the  
1611 alleged unfair labor practice, and include specific reference to  
1612 the provisions of s. 447.501 alleged to have been violated, and  
1613 such other relevant information as the commission may by rule  
1614 require or allow. Service of the charge must ~~shall~~ be made upon  
1615 each named respondent at the time of filing with the commission.  
1616 The charge must be accompanied by sworn statements and  
1617 documentary evidence sufficient to establish a prima facie  
1618 violation of the applicable unfair labor practice provision.  
1619 Such supporting evidence is not to be attached to the charge and  
1620 is to be furnished only to the commission.

1621 Section 21. Subsections (2) through (5) and paragraph (a)  
1622 of subsection (6) of section 447.507, Florida Statutes, are



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1623 amended to read:

1624 447.507 Violation of strike prohibition; penalties.-

1625 (2) If a public employee, a group of public employees, an  
1626 employee organization, or any officer, agent, or representative  
1627 of any employee organization engages in a strike in violation of  
1628 s. 447.505, either the commission or any public employer whose  
1629 public employees are involved or whose public employees may be  
1630 affected by the strike may file suit to enjoin the strike in the  
1631 circuit court having proper jurisdiction and proper venue of  
1632 such actions under the Florida Rules of Civil Procedure and  
1633 Florida Statutes. The circuit court shall conduct a hearing,  
1634 with notice to the commission and to all interested parties, at  
1635 the earliest practicable time. If the plaintiff makes a prima  
1636 facie showing that a violation of s. 447.505 is in progress or  
1637 that there is a clear, real, and present danger that such a  
1638 strike is about to commence, the circuit court must ~~shall~~ issue  
1639 a temporary injunction enjoining the strike. Upon final hearing,  
1640 the circuit court shall either make the injunction permanent or  
1641 dissolve it.

1642 (3) If an injunction to enjoin a strike issued pursuant to  
1643 this section is not promptly complied with, on the application  
1644 of the plaintiff, the circuit court shall immediately initiate  
1645 contempt proceedings against those who appear to be in  
1646 violation. An employee organization found to be in contempt of  
1647 court for violating an injunction against a strike shall be  
1648 fined an amount deemed appropriate by the court. In determining  
1649 the appropriate fine, the court shall objectively consider the  
1650 extent of lost services and the particular nature and position  
1651 of the public employee group in violation. ~~A In no event shall~~



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1652 ~~the fine may not exceed \$30,000 \$5,000.~~ Each officer, agent, or  
1653 representative of an employee organization found to be in  
1654 contempt of court for violating an injunction against a strike  
1655 shall be fined at least \$300, but not more than \$600, not less  
1656 ~~than \$50 nor more than \$100~~ for each calendar day that the  
1657 violation is in progress.

1658 (4) An employee organization is ~~shall be~~ liable for any  
1659 damages that ~~which~~ might be suffered by a public employer as a  
1660 result of a violation of ~~the provisions of~~ s. 447.505 by the  
1661 employee organization or its representatives, officers, or  
1662 agents. The circuit court having jurisdiction over such actions  
1663 may is empowered to enforce judgments against employee  
1664 organizations in the amount deemed appropriate by the court in  
1665 accordance with this section. An action may not, ~~as defined in~~  
1666 ~~this part, by attachment or garnishment of union initiation fees~~  
1667 ~~or dues which are to be deducted or checked off by public~~  
1668 ~~employers. No action shall~~ be maintained pursuant to this  
1669 subsection until all proceedings that ~~which~~ were pending before  
1670 the commission at the time of the strike or that ~~which~~ were  
1671 initiated within 30 days after ~~of~~ the strike have been finally  
1672 adjudicated or otherwise disposed of. In determining the amount  
1673 of damages, if any, to be awarded to the public employer, the  
1674 trier of fact shall take into consideration any action or  
1675 inaction by the public employer or its agents that provoked or  
1676 tended to provoke the strike by the public employees. The trier  
1677 of fact shall also take into consideration any damages that  
1678 might have been recovered by the public employer under  
1679 subparagraph (6) (a) 4.

1680 (5) If the commission, after a hearing on notice conducted



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1681 according to rules ~~adopted promulgated~~ by the commission,  
1682 determines that a public an employee has violated s. 447.505, it  
1683 may order the termination of such employee's his or her  
1684 employment by the public employer. Notwithstanding any other  
1685 provision of law, a person knowingly violating s. 447.505 the  
1686 ~~provision of said section~~ may, subsequent to such violation, be  
1687 appointed, reappointed, employed, or reemployed as a public  
1688 employee, but only upon the following conditions:

1689 (a) Such person shall be on probation for ~~a period of~~ 18  
1690 months after following his or her appointment, reappointment,  
1691 employment, or reemployment, during which period he or she shall  
1692 serve without permanent status and at the pleasure of the agency  
1693 head.

1694 (b) His or her compensation may not in no event exceed the  
1695 compensation that received immediately before prior to the time  
1696 of the violation.

1697 (c) The compensation of the person may not be increased  
1698 until at least after the expiration of 1 year after from such  
1699 appointment, reappointment, employment, or reemployment.

1700 (6) (a) If the commission determines that an employee  
1701 organization has violated s. 447.505, it may:

1702 1. Issue cease and desist orders as necessary to ensure  
1703 compliance with its order.

1704 2. Suspend or revoke the certification of the ~~employee~~  
1705 ~~organization as the~~ bargaining agent of such bargaining ~~employee~~  
1706 unit.

1707 3. Revoke any requirement of the public employer to engage  
1708 in membership the right of dues deduction for the and collection  
1709 ~~previously granted to said~~ employee organization pursuant to s.



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1710 447.303.

1711 4. Fine the organization up to \$40,000 ~~\$20,000~~ for each  
1712 calendar day of such violation or determine the approximate cost  
1713 to the public due to each calendar day of the strike and fine  
1714 the organization an amount equal to such cost, regardless of  
1715 whether the fine exceeds \$40,000, notwithstanding the fact that  
1716 ~~the fine may exceed \$20,000~~ for each such calendar day. The  
1717 fines so collected ~~shall~~ immediately accrue to the public  
1718 employer and must ~~shall~~ be used by the public employer him or  
1719 ~~her~~ to replace those services denied the public as a result of  
1720 the strike. In determining the amount of damages, if any, to be  
1721 awarded to the public employer, the commission must consider  
1722 ~~shall take into consideration~~ any action or inaction by the  
1723 public employer or its agents that provoked, or tended to  
1724 provoke, the strike by the public employees.

1725 Section 22. Present subsection (3) of section 447.509,  
1726 Florida Statutes, is redesignated as subsection (6), and a new  
1727 subsection (3) and subsections (4) and (5) are added to that  
1728 section, to read:

1729 447.509 Other unlawful acts; ~~exceptions.~~-

1730 (3) Public employers, their agents or representatives, or  
1731 any persons acting on their behalf may not provide any form of  
1732 compensation or paid leave to a public employee, directly or  
1733 indirectly, for the purpose of engaging in employee organization  
1734 activities.

1735 (4) Notwithstanding subsection (3), a public employee may  
1736 do any of the following:

1737 (a) Be granted time off without pay or benefits to engage  
1738 in employee organization activities, provided that the public



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1739 employer and the bargaining agent agree. An employee  
1740 organization may compensate a public employee for engaging in  
1741 employee organization activities.

1742 (b) Use compensated personal leave, whether the leave is  
1743 the public employee's or is voluntarily donated by other public  
1744 employees in the bargaining unit, to engage in employee  
1745 organization activities if:

1746 1. The leave is accrued at the same rate by similarly  
1747 situated public employees in the bargaining unit without regard  
1748 to membership in or participation with an employee organization.

1749 2. The public employee may freely choose how to use the  
1750 leave.

1751 (c) Engage in representational employee organization  
1752 activities on behalf of the bargaining agent while in a duty  
1753 status without loss of pay or benefits, provided that the public  
1754 employer and the bargaining agent agree.

1755 (5) Subsections (3) and (4) do not apply to public  
1756 employees in public safety units.

1757 Section 23. Subsection (3) of section 110.114, Florida  
1758 Statutes, is amended to read:

1759 110.114 Employee wage deductions.—

1760 (3) Notwithstanding ~~the provisions of~~ subsections (1) and  
1761 (2), ~~the deduction of an employee's~~ membership dues deductions  
1762 as defined in s. 447.203 ~~s. 447.203(15) for an employee~~  
1763 ~~organization as defined in s. 447.203(11)~~ shall be authorized or  
1764 permitted only for an organization that has been certified  
1765 pursuant to chapter 447 as the ~~exclusive~~ bargaining agent  
1766 ~~pursuant to chapter 447~~ for a unit of public state employees in  
1767 ~~which the employee is included~~. Such deductions shall be subject



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1768 ~~to the provisions of~~ s. 447.303.

1769 Section 24. Paragraph (w) of subsection (2) of section  
1770 110.205, Florida Statutes, is amended to read:

1771 110.205 Career service; exemptions.—

1772 (2) EXEMPT POSITIONS.—The exempt positions that are not  
1773 covered by this part include the following:

1774 (w) Managerial employees and, as defined in s. 447.203(4),  
1775 confidential employees, as those terms are defined in s. 447.203  
1776 ~~s. 447.203(5),~~ and supervisory employees who spend the majority  
1777 of their time communicating with, motivating, training, and  
1778 evaluating employees, and planning and directing employees'  
1779 work, and who have the authority to hire, transfer, suspend, lay  
1780 off, recall, promote, discharge, assign, reward, or discipline  
1781 subordinate employees or effectively recommend such action,  
1782 including all employees serving as supervisors, administrators,  
1783 and directors. Excluded are employees also designated as special  
1784 risk or special risk administrative support and attorneys who  
1785 serve as administrative law judges pursuant to s. 120.65 or for  
1786 hearings conducted pursuant to s. 120.57(1)(a). Additionally,  
1787 registered nurses licensed under chapter 464, dentists licensed  
1788 under chapter 466, psychologists licensed under chapter 490 or  
1789 chapter 491, nutritionists or dietitians licensed under part X  
1790 of chapter 468, pharmacists licensed under chapter 465,  
1791 psychological specialists licensed under chapter 491, physical  
1792 therapists licensed under chapter 486, and speech therapists  
1793 licensed under part I of chapter 468 are excluded, unless  
1794 otherwise collectively bargained.

1795 Section 25. Subsection (6) of section 112.3187, Florida  
1796 Statutes, is amended to read:



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1797 112.3187 Adverse action against employee for disclosing  
1798 information of specified nature prohibited; employee remedy and  
1799 relief.—

1800 (6) TO WHOM INFORMATION DISCLOSED.—The information  
1801 disclosed under this section must be disclosed to any agency or  
1802 federal government entity having the authority to investigate,  
1803 police, manage, or otherwise remedy the violation or act,  
1804 including, but not limited to, the Office of the Chief Inspector  
1805 General, an agency inspector general or the employee designated  
1806 as agency inspector general under s. 112.3189(1) or inspectors  
1807 general under s. 20.055, the Florida Commission on Human  
1808 Relations, and the whistle-blower's hotline created under s.  
1809 112.3189. However, for disclosures concerning a local  
1810 governmental entity, including any regional, county, or  
1811 municipal entity, special district, community college district,  
1812 or school district or any political subdivision of any of the  
1813 foregoing, the information must be disclosed to a chief  
1814 executive officer as defined in s. 447.203 ~~s. 447.203(9)~~ or  
1815 other appropriate local official.

1816 Section 26. Subsection (5) of section 121.031, Florida  
1817 Statutes, is amended to read:

1818 121.031 Administration of system; appropriation; oaths;  
1819 actuarial studies; public records.—

1820 (5) The names and addresses of retirees are confidential  
1821 and exempt from ~~the provisions of~~ s. 119.07(1) to the extent  
1822 that no state or local governmental agency may provide the names  
1823 or addresses of such persons in aggregate, compiled, or list  
1824 form to any person except to a public agency engaged in official  
1825 business. However, a state or local government agency may



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1826 provide the names and addresses of retirees from that agency to  
1827 a bargaining agent as defined in s. 447.203 ~~s. 447.203(12)~~ or to  
1828 a retiree organization for official business use. Lists of names  
1829 or addresses of retirees may be exchanged by public agencies,  
1830 but such lists ~~may shall~~ not be provided to, or open for  
1831 inspection by, the public. Any person may view or copy any  
1832 individual's retirement records at the Department of Management  
1833 Services, one record at a time, or may obtain information by a  
1834 separate written request for a named individual for which  
1835 information is desired.

1836 Section 27. Subsection (1) of section 447.02, Florida  
1837 Statutes, is amended to read:

1838 447.02 Definitions.—The following terms, when used in this  
1839 chapter, shall have the meanings ascribed to them in this  
1840 section:

1841 (1) The term "labor organization" means any organization of  
1842 employees or local or subdivision thereof, having within its  
1843 membership residents of the state, whether incorporated or not,  
1844 organized for the purpose of dealing with employers concerning  
1845 hours of employment, rate of pay, working conditions, or  
1846 grievances of any kind relating to employment and recognized as  
1847 a unit of bargaining by one or more employers doing business in  
1848 this state, except that an "employee organization," as defined  
1849 in s. 447.203 ~~s. 447.203(11)~~, shall be included in this  
1850 definition at such time as it seeks to register pursuant to s.  
1851 447.305.

1852 Section 28. Section 447.609, Florida Statutes, is amended  
1853 to read:

1854 447.609 Representation in proceedings.—Any full-time



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1855 employee or officer of any public employer or employee  
1856 organization may represent his or her employer or any public  
1857 employee in member of a bargaining unit in any proceeding  
1858 authorized in this part, excluding the representation of any  
1859 person or public employer in a court of law by a person who is  
1860 not a licensed attorney.

1861 Section 29. Subsection (2) of section 1011.60, Florida  
1862 Statutes, is amended to read:

1863 1011.60 Minimum requirements of the Florida Education  
1864 Finance Program.—Each district which participates in the state  
1865 appropriations for the Florida Education Finance Program shall  
1866 provide evidence of its effort to maintain an adequate school  
1867 program throughout the district and shall meet at least the  
1868 following requirements:

1869 (2) MINIMUM TERM.—Operate all schools for a term of 180  
1870 actual teaching days or the equivalent on an hourly basis as  
1871 specified by rules of the State Board of Education each school  
1872 year. The State Board of Education may prescribe procedures for  
1873 altering, and, upon written application, may alter, this  
1874 requirement during a national, state, or local emergency as it  
1875 may apply to an individual school or schools in any district or  
1876 districts if, in the opinion of the board, it is not feasible to  
1877 make up lost days or hours, and the apportionment may, at the  
1878 discretion of the Commissioner of Education and if the board  
1879 determines that the reduction of school days or hours is caused  
1880 by the existence of a bona fide emergency, be reduced for such  
1881 district or districts in proportion to the decrease in the  
1882 length of term in any such school or schools. A strike, as  
1883 defined in s. 447.203 ~~s. 447.203(6)~~, by employees of the school



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1884 district may not be considered an emergency.

1885 Section 30. This act shall take effect July 1, 2026.

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: CS/SB 1296

INTRODUCER: Governmental Oversight and Accountability Committee and Senator Martin

SUBJECT: Public Employees Relations Commission

DATE: February 13, 2026      REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	Harmsen	McVaney	GO	Fav/CS
2.			AEG	
3.			FP	

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**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

CS/SB 1296 amends several provisions relating to ch. 447, F.S., which governs public employee unions in the state. Specifically, the bill:

- Updates the Public Employee Relations Commission’s registration, certification, and recertification processes for employee organizations (unions).
- Requires a showing of interest form, signed by a bargaining unit employee within the last 12 months, to be submitted with an application for certification or recertification.
- Clarifies the bargaining unit process which allows determination of the unit after a change in case or statutory law.
- Institutes a two-tier voting threshold for the certification, recertification, and decertification of an employee organization where public safety employee organizations may be certified or recertified by a majority of the employees who vote in the election, and non-public safety employee organizations may be certified or recertified by a majority vote of the employees in the bargaining unit.
- Narrows paid union leave for non-public safety union members to only those situations where the union fully reimburses the public employer for the employee’s time performing duties that are directly-related to the union, such as engaging in collective bargaining, participating in grievances, or representing other employees in disciplinary proceedings. This does not apply to unions for public safety field workers, whose members may still engage in paid union leave for these activities without the union having to fully reimburse the public employer.

- Requires a public employer to allow equal access to any employee organization or not-for-profit organization to access its communal spaces or communications systems that it allows other employee organizations or its affiliate.
- Institutes a fast-track impasse process for local government salary increases as specifically appropriated by the Legislature which require modification of a bargaining agreement. This does not apply to public safety units.
- Conforms various hearing procedures and timeframes to those in ss. 120.569 and 120.57, F.S., of the Administrative Procedures Act

The bill is not expected to affect state and local government revenues and expenditures.

The bill takes effect on July 1, 2026.

## II. Present Situation:

### Right-to-Work

The State Constitution provides that the “right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization.”<sup>1</sup> Based on this constitutional right, Florida is regarded as a “right-to-work” state.

### Collective Bargaining

The State Constitution also guarantees that “the right of employees, by and through a labor organization, to bargain collectively shall not be denied or abridged.”<sup>2</sup> To implement this constitutional provision, the Legislature enacted ch. 447, F.S., which provides that the purpose of collective bargaining is to promote cooperative relationships between the government and its employees and to protect the public by assuring the orderly and uninterrupted operations and functions of government.<sup>3</sup>

Public employees have the right to form, join, participate in, and be represented by an employee organization of their own choosing or to refrain from forming, joining, participating in, or being represented by an employee organization.<sup>4</sup> Regardless of membership in an employee organization (union), each employee is subject to the negotiated collective bargaining agreement that is applicable to the employee’s position. Through collective bargaining, public employees<sup>5</sup>

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<sup>1</sup> FLA. CONST. art. 1, s. 6.

<sup>2</sup> *Id.*

<sup>3</sup> Section 447.201, F.S. *See also*, Gregg Morton, *Unfair Labor Practices in Florida’s Public Sector Workplaces*, FLA. B. J., Sept./Oct. 2019, at 41, <https://www.floridabar.org/the-florida-bar-journal/unfair-labor-practices-in-floridas-public-sector-workplaces/> (last visited Jan. 28, 2026).

<sup>4</sup> Section 447.301(1) and (2), F.S.

<sup>5</sup> Section 447.203(3), F.S., defines the term “public employee” to mean any person employed by a public employer except:

collectively negotiate with their public employer<sup>6</sup> in the determination of the terms and conditions of their employment.<sup>7</sup> The Public Employees Relations Commission (commission) is responsible for assisting in resolving disputes between public employees and public employers.<sup>8</sup> Employee organizations can be certified as a bargaining agent through a process overseen by the commission.

### ***Registration of Employee Organization***

An employee organization<sup>9</sup> that seeks to become a certified bargaining agent for public employees must register with the commission prior to (a) requesting recognition by a public employer for purposes of collective bargaining and (b) submitting a petition to the commission to request certification as an exclusive bargaining agent.<sup>10</sup> The application for registration must include:

- The name and address of the organization and of any parent organization or organization with which it is affiliated;
- The names and addresses of the principal officers and all representatives of the organization;
- The amount of the initiation fee, and the amount and collection frequency of the dues and uniform assessments that members must pay;
- The current annual financial statement of the organization as prepared by an independent certified public accountant who is licensed under ch. 473, F.S.;
- The name of its business agent and local agent for service of process, if any, and the addresses where such person or persons can be reached;
- A pledge, in a form prescribed by the commission, that the employee organization will conform to the laws of the state and that it will accept members without regard to age, race, sex, religion, or national origin;

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- (a) Persons appointed by the Governor or elected by the people, agency heads, and members of boards and commissions.
  - (b) Persons holding positions by appointment or employment in the organized militia.
  - (c) Individuals acting as negotiating representatives for employer authorities.
  - (d) Persons who are designated by the commission as managerial or confidential employees pursuant to criteria contained herein.
  - (e) Persons holding positions of employment with the Florida Legislature.
  - (f) Persons who have been convicted of a crime and are inmates confined to institutions within the state.
  - (g) Persons appointed to inspection positions in federal/state fruit and vegetable inspection service whose conditions of appointment are affected by the following:
    1. Federal license requirement.
    2. Federal autonomy regarding investigation and disciplining of appointees.
    3. Frequent transfers due to harvesting conditions.
  - (h) Persons employed by the Public Employees Relations Commission.
  - (i) Persons enrolled as undergraduate students in a state university who perform part-time work for the state university.

<sup>6</sup> The term "public employer" means the state or any county, municipality, or special district or any subdivision or agency thereof that the commission determines has sufficient legal distinctiveness properly to carry out the functions of a public employer. Section 447.203(2), F.S.

<sup>7</sup> Section 447.301(2), F.S.

<sup>8</sup> Section 447.201(3), F.S.

<sup>9</sup> Section 447.203(11), F.S., defines employee organization as any "labor organization, union, association, fraternal order, occupational or professional society, or group, however organized or constituted, which represents, or seeks to represent, any public employee or group of public employees concerning any matters relating to their employment relationship with a public employer."

<sup>10</sup> Section 447.305(1), F.S.

- A copy of the current constitution and bylaws of the employee organization; and
- A copy of the current constitution and bylaws of the state and national groups with which the employee organization is affiliated or associated. In lieu of this provision, and upon adoption of a rule by the commission, a state or national affiliate or parent organization of any registering labor organization may annually submit a copy of its current constitution and bylaws.<sup>11</sup>

A registration granted to an employee organization is valid for one year from the date of issuance. A registration must be renewed annually by filing an application for renewal under oath with the commission. An application for renewal must reflect any changes in the information provided to the commission in conjunction with the employee organization's preceding application for registration or previous renewal. Each application for renewal of registration must include a current annual financial statement with the following information:<sup>12</sup>

- Assets and liabilities at the beginning and end of the fiscal year;
- Receipts of any kind and the sources thereof;
- Disbursements by category;
- Salary, allowances, and other direct or indirect disbursements to each officer and to each employee who received during the fiscal year more than \$10,000 in the aggregate from the employee organization and any affiliated employee organization;
- Direct and indirect loans made to any officer, employee, member which aggregated more than \$250 during the fiscal year; and
- Direct and indirect loans to any business enterprise.

A registration fee of \$15 must be submitted for each registration and renewal.<sup>13</sup>

In addition to the information above, certain employee organizations<sup>14</sup> must submit the following information for any renewal of registration:

- The number of employees in the bargaining unit who are eligible for representation by the employee organization.
- The number of employees in the bargaining unit who have submitted signed membership authorization forms without a subsequent revocation of such membership.
- The number of employees in the bargaining unit who paid dues to the employee organization.
- The number of employees in the bargaining unit who did not pay dues to the employee organization.
- Documentation provided by an independent certified public accountant retained by the employee organization which verifies the information provided.<sup>15</sup>

The commission may initiate an investigation to conform the validity of the information submitted in the registration or renewal of registration. The commission may revoke or deny an employee organization's registration or certification if it finds that the employee organization

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<sup>11</sup> Section 447.305(1)(a-h), F.S.

<sup>12</sup> Section 447.305(2), F.S.

<sup>13</sup> Section 447.305(10), F.S.

<sup>14</sup> Employee organizations that have been certified as the bargaining agent to represent law enforcement officers, correctional officers, correctional probation officers, or firefighters are exempt from providing this information. Section 447.305(9), F.S.

<sup>15</sup> Section 447.305(3), F.S.

failed to cooperate with the investigation or intentionally misrepresented the submitted information.<sup>16</sup>

### ***Certification of Employee Organization as Bargaining Agent***

After registering with the commission, an employee organization may begin the certification process. Any employee organization that is selected by a majority of public employees in a designated unit as their representative for collective bargaining purposes can request recognition by the public employer.

The employer, if satisfied as to the majority status of the employee organization and the appropriateness of the unit, must recognize the employee organization as the collective bargaining representative of employees in the designated unit. Following recognition by the employer, the employee organization must immediately petition the commission for certification.<sup>17</sup> The commission will review only the appropriateness of the unit proposed by the employee organization. Appropriateness is defined as the history of employee relations within the organization of the public employer concerning organization and negotiation and the interest of the employees and the employer.<sup>18</sup> If the unit is appropriate, the commission will immediately certify the employee organization as the exclusive representative of all employees in the unit. If the unit is inappropriate, the commission may dismiss the petition.

If the public employer refuses to recognize the employee organization, the employee organization may file a petition with the commission for certification as the bargaining agent. The petition has to be accompanied by dated statements signed by at least 30 percent of the employees in the proposed unit. Both the employee organization's petition and the interested employees' dated signed statements are confidential and exempt from disclosure pursuant to public records laws.<sup>19</sup> The commission will investigate the petition to determine its sufficiency, provide for an appropriate hearing upon notice, and may order an election by secret ballot. Any registered employee organization that desires to be placed on the ballot in any election may be permitted by the commission to intervene. If an employee organization is selected by the majority of the employees *who vote* in the election, the commission must certify the employee organization as the exclusive collective representative for all employees in the unit.<sup>20</sup>

### ***Authority of the Certified Bargaining Agent***

The certified bargaining agent and the chief executive of the public employer must bargain collectively and in good faith in the determination of wages, hours, and terms and conditions of employment of the employees.<sup>21</sup> Any collective bargaining agreement reached between the parties must be put in writing and signed by the chief executive officer and the bargaining

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<sup>16</sup> Section 447.305 (8), F.S.

<sup>17</sup> Section 447.307(1)(a), F.S.

<sup>18</sup> Section 447.307(4)(f), F.S.

<sup>19</sup> Section 447.307(2), F.S.

<sup>20</sup> Section 447.307(3)(a-d), F.S.

<sup>21</sup> Section 447.309(1), F.S.

agent.<sup>22</sup> Such agreement is not binding on the employer until the agreement has been ratified by the employer and the employees in the bargaining unit.<sup>23</sup>

Current law prohibits a collective bargaining agreement from providing for a term of existence of more than three years and requires the agreement to contain all of the terms and conditions of employment of the employees during such term.<sup>24</sup> The bargaining agent also has the authority to process grievances to settle disputes between the employer and the employees in the bargaining unit.<sup>25</sup>

### **Revocation of Certification**

An employee or group of employees who no longer desires to be represented by the certified bargaining agent may file with the commission a petition to revoke certification. The petition must be accompanied by dated statements signed by at least 30 percent of the employees in the unit, indicating that such employees no longer desire to be represented by the certified bargaining agent. If the commission finds the petition to be sufficient, it must immediately order an election by secret ballot.<sup>26</sup>

If a majority of voting employees vote against the continuation of representation by the certified bargaining agent, the organization's certification is revoked.<sup>27</sup> Otherwise, the employee organization is retained as the exclusive bargaining agent for the unit.<sup>28</sup>

### **Recertification**

An employee organization that has applied for a renewal of its registration must petition for recertification as a bargaining unit if it has less than 60 percent of its unit members paying dues during the prior registration period. If the employee organization fails to petition the commission for recertification as the exclusive representative of the bargaining unit within one month of its application of renewal of registration, the certification is revoked.<sup>29</sup>

The commission may initiate an investigation to confirm the validity of the information submitted in the renewal of registration. The commission may revoke or deny an employee organizations registration or certification if the commission finds that the employee organization failed to cooperate with the investigation or intentionally misrepresented the information submitted on the registration or renewal.<sup>30</sup>

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<sup>22</sup> *Id.*

<sup>23</sup> *Id.*

<sup>24</sup> Section 447.309(5), F.S.

<sup>25</sup> Section 447.401, F.S.

<sup>26</sup> Section 447.308(1), F.S.

<sup>27</sup> Section 447.308(2), F.S.

<sup>28</sup> Section 447.308(3), F.S.

<sup>29</sup> Section 447.305(6), F.S.

<sup>30</sup> Section 447.305(8), F.S.

## Membership in an Employee Organization

Since July 1, 2023, employees eligible for representation must sign a membership authorization form in order to be a member of an employee organization. The form must be prescribed by the commission and contain certain information and statements. A member of an employee organization must be allowed to revoke membership at any time upon the employee organization's receipt of the written revocation. The commission is granted rulemaking authority to implement the requirements of the membership authorization form and the revocation of membership.<sup>31</sup> The commission has prescribed a membership authorization form,<sup>32</sup> which requires certain information regarding the employee organization and other information specific to the employee. The employee organization or another person may assist the employee in completing the form. The employee must sign and date the form.

The provisions requiring a signed membership form and the provisions relating to the revocation of membership do not apply to members of an employee organization certified as a bargaining agent to represent law enforcement officers, correctional officers, correctional probation officers, and firefighters.<sup>33</sup>

## Impasse Resolution

Under current law, when a public employer and a bargaining agent are unable to reach an agreement after a reasonable period of negotiation, either party may declare that the negotiations are at impasse. An impasse is deemed to occur when one of the parties provides written notice of the impasse to the other party and the commission. Upon declaration of an impasse, the parties may seek the assistance of a mediator to facilitate a resolution.<sup>34</sup> If mediation is not used, or upon request of either party, the commission must appoint a special magistrate acceptable to both parties, or if the parties cannot agree, the commission must select a qualified special magistrate. The parties may also agree in writing to waive the appointment of a special magistrate and proceed directly to legislative resolution of the impasse.<sup>35</sup>

The special magistrate must conduct hearings to define the disputed issues, determine relevant facts, and render a recommended order. Recommended orders must be transmitted to the commission and the parties involved by certified mail, with return receipt requested. The recommended order is deemed approved unless a party files a written rejection within a specified timeframe. If either party rejects, the impasse proceeds to the legislative body of the public employer. The chief executive officer and the employee organization must submit their recommendations to the legislative body, which then conducts a public hearing and takes an action it deems to be in the public interest to resolve the disputed issues. The legislative body's action may become binding for the remainder of the fiscal year under certain circumstances.<sup>36</sup>

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<sup>31</sup> Section 447.301(1), F.S.

<sup>32</sup> PERC, *Employee Organization Membership Authorization Form*, <https://perc.myflorida.com/forms/PERC%20FORM%202023-1.101%20WITH%20INSTRUCTIONS.pdf> (last visited Jan. 28, 2026).

<sup>33</sup> Section 447.301(1)(b)6., F.S.

<sup>34</sup> Section 447.403(1), F.S.

<sup>35</sup> Section 447.403(2)(a), F.S.

<sup>36</sup> Section 447.403(3)-(4), F.S.

If the employer is the Governor, no mediator or special magistrate must be appointed.<sup>37</sup> Instead, the unresolved impasse issues must be presented to the Legislature during the regular session, where a joint committee appointed by the presiding officers conducts a public hearing and the Legislature takes action in accordance with law.<sup>38</sup>

### ***Financial Urgency***

In the event of a financial urgency requiring modification of a collective bargaining agreement, current law requires the public employer and bargaining agent to meet as soon as practicable to negotiate the impact of the financial urgency. If the parties are unable to reach an agreement within 14 days, an impasse is deemed to have occurred and must be declared in writing to the other party and the commission. The parties are prohibited from filing an unfair labor practice charge during the 14-day negotiation period.<sup>39</sup>

### **“Union Release Time” or “Paid Union Leave”**

Release time is a negotiated benefit wherein a public employer releases an employee from duty work during work hours to tend to union activities or business while being compensated by the public employer. The provision of release time is a contractual benefit, not statutory, that may be found in the collective bargaining agreement, school board policy, personnel manual, or other procedures and practices.<sup>40</sup>

Florida law provides that “a public employer or their agent or representative is prohibited from [...] contributing financial support to a union.”<sup>41</sup> Therefore, release time cannot constitute a payment or benefit to the union in the form of salary paid to the employee for union work. Employer-funded release time does not violate the law if the paid release time is used for official union business,<sup>42</sup> such as the direct representation of employees in grievances, discipline meetings, or contract negotiations.<sup>43</sup> The commission has found other activities, such as attendance at a union-sponsored picnic, lobbying for political issues, coordinating with other unions, or the continued payment of a salary for unspecified union activities, to be an improper use of release time that constitutes an unfair labor violation prohibited by Florida law.<sup>44</sup>

Currently, collective bargaining agreements for public employee unions representing state employees provide for release time in the following manners:

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<sup>37</sup> Section 447.403(1)-(2), F.S.

<sup>38</sup> Section 447.403(5), F.S.

<sup>39</sup> Section 447.4095, F.S.

<sup>40</sup> School Board of Volusia County, Michael Dyer, *Avoiding Paid Union Leave Pitfalls After PERC's Decision in Allen v. United Faculty of Miami-Dade College*: A presentation to the Florida Education Negotiators, Volusia County Schools (Jan. 27, 2017), <https://www.flfen.org/wp-content/uploads/2017/02/Paid-union-leave-presentation-to-FEN-2017.pdf.pdf> (last visited Jan. 28 2026).

<sup>41</sup> Section 457.501(1)(e), F.S.

<sup>42</sup> *In re City of Jacksonville*, 13 FPER 1118250 (1987).

<sup>43</sup> *United Faculty of Florida v. Florida A&M University Board of Trustees*, 32 FPER 34 (2006).

<sup>44</sup> *Del Pino Allen v. Miami-Dade College*, CA-2015-070 (May 27, 2016), <https://perc.myflorida.com/download.aspx?Prefix=CA&CaseYr=15&CaseNo=070&File=CA15070-Ord17-052716103809.pdf> (Last visited Jan. 28, 2026).

- The Fraternal Order of Police provides administrative leave to union employees for the purposes of attending a consultation meeting with designated representatives of the state. Union representative employees may also use work hours to attend union negotiations with the State and use up to 8 hours of administrative leave to attend a negotiation preparatory meeting held during normal work hours.<sup>45</sup>
- The Florida State Fire Service Association (FSFSA) allows union representatives to be excused from their regular duties, “without loss of pay,” for time used during a normal working hours spent to consult with the Secretary of the DMS on non-grievance matters. The agreement further provides administrative leave with pay for up to six employees in the bargaining unit to attend each single-day session as Negotiation Committee members. For negotiation preparation, the FSFSA President is permitted up to 16 hours of paid leave per fiscal year; the remaining five members of the negotiation committee are allowed to take up to 8 hours of leave with pay, not to exceed 40 hours per fiscal year.<sup>46</sup>
- The Florida Police Benevolent Association (FPBA) provides union members in its Highway Patrol unit up to 8 hours of administrative leave for time spent in consultation with the Secretary of the DMS regarding non-grievance union matters, and, for up to four employees, administrative leave to attend negotiating sessions and negotiation preparatory meetings.<sup>47</sup>
- The FPBA’s Law Enforcement unit deems time spent during normal work hours in consultation with the Secretary of the DMS regarding non-grievance union matters work hours. It additionally grants administrative leave for up to eight employees to attend negotiation sessions with the State and up to a day of administrative leave for those employees who participate in a negotiation preparatory meeting.<sup>48</sup>
- The FPBA’s Security Services unit members may use work hours to consult with the Secretary of DMS regarding non-grievance matters (limited for up to three union representatives), and to meet with the Step-1 Management Representative. The agreement further provides administrative leave to an unspecified number employees who serve on its Negotiation Committee for the purposes of attending negotiating sessions with the State and negotiation preparatory meetings (if the preparatory meetings occurs during normal work hours). The total number of hours, including the hours spent in negotiation preparatory meetings, paid to all employees on the FPBA’s Negotiation Committee cannot exceed 1,000 hours. The agreement lastly permits any employee in the unit to request leave without pay,

<sup>45</sup> The Florida State Lodge Fraternal Order of Police, Inc., *Special Agent Bargaining 2023-2026 Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 9: Negotiations*, 6-7, <https://dms-media.ccplatform.net/content/download/439818/file/FOP-Special%20Agent%20Unit%20-%20FY%202025-2026%20Reopener%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>46</sup> Florida State Fire Service Association, *Fire Service Bargaining Unit 2025-2026 Imposed Agreement, Article 5: Representation Rights*, 5-7, <https://dms-media.ccplatform.net/content/download/440458/file/FSFSA%20-%20Fire%20Service%20Unit%20-%20FY%202025-2026%20Imposed%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>47</sup> Florida Police Benevolent Association, *Florida Highway Patrol Bargaining Unit 2023-2026 Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 5: Employee Representation and PBA Activities*, 5-7, <https://dms-media.ccplatform.net/content/download/439817/file/FHP%20-%20Florida%20Police%20Benevolent%20Association%20FY%202025-2026%20Reopener%20Agreement.pdf> (last visited Jan. 30, 2026).

<sup>48</sup> Florida Police Benevolent Association, *Law Enforcement Bargaining Unit 2023-2026 Successor Agreement, Reopener Agreement for Fiscal Year 2025-2026, Article 5: Employee Representation and PBA Activities*, 5-7, <https://dms-media.ccplatform.net/content/download/439816/file/PBA-Law%20Enforcement%20Unit%202025-2026%20Reopener%20Agreement%20%2810-13-2025%29.pdf> (last visited Jan. 30, 2026).

annual, or compensatory leave for the purpose of attending FPBA conventions, conferences, and meetings.<sup>49</sup>

### III. Effect of Proposed Changes:

#### Membership Authorization and Dues Collection

**Section 5** creates a definition of “membership dues” to include any amount a member is required to pay in exchange for membership in an employee organization, including, but not limited to employee organization dues; uniform assessments; and fees, including initiation fees. This section also amends the definition of a “membership dues deduction” to conform to this definition.

**Section 8** amends s. 447.301, F.S., establish a 30-day period by which an employee organization must revoke the employee’s membership and cease collection of his or her dues, if requested. This section also makes technical, non-substantive updates.

A public employee who wishes to become a member of a union must sign and date a membership authorization. Section 8 expands the information required on the membership authorization to include wages and fringe benefits paid or accruing to the employee organization’s five highest compensated officers and employees, and clarifies that a membership form is valid if it meets the requirements in law at the time the employee signed it (and has not subsequently revoked his or her membership). Section 10 expands the registration renewal application to include this information.

**Section 9** amends s. 447.303, F.S., to conform to the definition of “membership dues” created in the bill. It also requires a public safety unit employee—a law enforcement officer, correctional officer, correctional probation officer, firefighter, public safety telecommunicator, emergency medical technician, or paramedic—to request membership dues deduction directly of his or her employer. Previously, the bargaining unit for the public safety unit employee could request to start the deductions.

#### Employee Organization Registrations

Current law requires an employee organization to register before being certified as a bargaining agent and to annually renew its registration through a registration renewal application. The registration renewal application must include an annual financial statement prepared by an independent certified public accountant and a specified list of other information about the employee organization.

Section 120.60, F.S., provides timeframes for agency responses to applications for licensure and dictates that an application must be approved or denied within 90 days after receipt of a completed application. **Section 3** amends s. 120.80, F.S., to exempt the commission’s

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<sup>49</sup> Florida Police Benevolent Association, *Security Services Bargaining Unit Reopener Agreement for Fiscal Year 2025-2026, Article 5: PBA Activities and Employee Representation*, 5-7, <https://dms-media.ccplatform.net/content/download/424901/file/PBA-Security%20Services%20Unit%20-%20FY%202025-2026%20Reopener%20Agreement%20CLEAN%20FINAL1%20%28CORR%208-21-25%29.pdf> (last visited Jan. 30, 2026).

consideration of an application for *registration* from s. 120.60, F.S. Current law also exempts the *certification* of employee organizations from s. 120.60, F.S. The bill supplants the s. 120.60, F.S., response timeframes with a similar requirement that the commission notifies the bargaining agent when its registration submission is complete but does not allow for approval of an application under ch. 447, F.S., if it is not timely acted upon by the commission. (See section 10, which amends s. 447.305(6), F.S.)

**Section 10** amends s. 447.305, F.S., to expand the registration renewal submission requirements to include:

- The wages and fringe benefits paid or accruing to its top five officers and employees.
- Reporting of any reimbursements paid by the employee organization to a public employer for moneys paid by the public employer to the employee organization's officers or employees.
- The amount of membership dues retained by or distributed to the employee organization, any parent organization of the employee organization, and any affiliate of either the employee or parent organization.

The bill separately requires a bargaining agent to include in its renewal registration application the following information on the 30<sup>th</sup> day immediately preceding the date of its current registration's expiration:

- The certification number for each bargaining unit for which the bargaining agent is certified. This number is assigned by the commission after the bargaining unit's certification.
- For each certification, the number of employees in the bargaining unit who paid full membership dues sufficient to maintain membership in good standing with the bargaining agent. This is distinct from current law, which requires the number of employees in the bargaining unit who did and did not pay dues to the employee organization. An agreed-upon procedures report performed by a CPA to assist with the commission's determination of the accuracy is provided as part of the renewal registration.

An agreed-upon procedures report is a standardized type of review established by the American Institute of Certified Public Accountants.

The bill clarifies that an employee organization must provide its financial report, included in its registration application, within 30 days of its filing with the commission. The bill also adds a requirement that the employee organization send a copy of the renewal registration application to the public employer (also within 30 days).

The bill extends the deadline for a bargaining agent to cure deficiencies in its registration renewal application from 10 to 30 days before the commission must dismiss the application. The commission must notify the bargaining agent once its renewal submission is deemed complete; the bill provides that a bargaining agent's failure to cure its registration renewal after this notification, must result in the application's dismissal by the commission within 30 days after its notice. The commission must notify the bargaining agent after it has met the required registration or registration renewal application requirements. Within 30 days thereafter, the bargaining agent must petition for recertification for any of its bargaining units for which less than 60 percent of the employees in the bargaining unit have submitted membership authorization forms and paid membership dues to the organization, as reported in its application.

If an employee organization fails to comply with any of the requirements in s. 447.305, F.S., as described above, the commission must revoke its certification and the employee organization is barred from seeking certification for that bargaining unit for 12 months. This provision does not apply to public safety units.

A public employer or employee may challenge a registration renewal application based on material inaccuracies only, whereas current law allows a challenge based on minor or technical errors. Such a challenge may only be brought while the application is pending, or if the registration renewal has been granted, before the bargaining agent's current registration is scheduled to end.

### **Certification, Recertification, and Decertification of Employee Organizations**

**Section 11** removes a public employer's option to recognize an employee organization as appropriate representative for the purposes of collective bargaining and instead routes all employee organization certifications and recertifications immediately through the commission, which conducts an election process. The commission still grants, by final order, the certification or recertification of the employee organization pursuant to the outcome of the election.

#### ***Initial Petition for Certification***

**Section 11** replaces the term "dated statements" with "showing of interest." This technical change is made throughout the bill.

A showing of interest is a written statement that is signed and dated by an appropriate employee who wishes to be, or to no longer be, represented by the bargaining agent for purposes of collective bargaining.<sup>50</sup> To become the certified bargaining agent for collective bargaining purposes for a particular group of employees (bargaining unit), all employee organizations must include a collection of showing of interest cards from at least 30 percent of the public employees in the proposed bargaining unit in its original certification petition.<sup>51</sup> **Section 11** institutes a new requirement that the showing of interest card must have been signed and dated by the public employee not more than 12 months before the employee organization filed its petition for certification—there is no expiration to the showing of interest required in current law.

The petition for certification ultimately prompts a certification election; the commission now sets the election's date with "due notice."

#### ***Certification or Recertification Election and Vote Thresholds***

If the employees in the proposed bargaining unit that seeks certification are already represented by another bargaining agent, then the original bargaining unit may appear on the ballot for election without filing a motion to intervene or producing any required number of showings of interest. The original bargaining unit is also automatically added as a party to the case.

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<sup>50</sup> This is a newly defined term in section 5 of the bill.

<sup>51</sup> This threshold mimics current law, which requires signed, dated statements from 30 percent of the bargaining unit.

The bill distinguishes the vote requirement for certification or recertification based on the type of employees that comprise the bargaining unit membership. Elections for certification or recertification of an employee organization in which a majority of the employees are public safety employees require a majority vote of the *employees voting in the election*. Elections for all other employee organizations require a majority vote of the *total employees in the bargaining unit*. This voting distinction applies to runoff elections in the same manner.

If the commission has verified the results of a certification or recertification election via order, then no other certification petition may be filed regarding that same proposed or existing bargaining unit for at least 12 months thereafter.

### ***Recertification***

Under current law, in order to continue its representation of the bargaining unit in collective bargaining, a certified bargaining agent must file for recertification annually. This process is mostly reiterative of the initial certification process described above, requiring:

- An annual registration, inclusive of a reporting of the total dues paying members;
- If the registration reflects that fewer than 60 percent of the bargaining unit's employees are current, dues-paying members, then the bargaining agent must file for recertification.
- The bargaining agent will become recertified upon a majority vote in the election.

**Section 11** amends this process by requiring the certified bargaining agent to:

- Collect and submit at each of its annual recertifications showing of interest cards from at least 30 percent of its bargaining unit (this was previously only required at the initial certification of the bargaining agent, and supplanted by the 60 percent showing of dues paying members thereafter).
- Proceed to an election, determined by a majority vote of the total bargaining unit employees, if it fails to show that at least 60 percent of its membership is dues paying members.

### ***Decertification***

**Section 13** clarifies the re-titled “decertification” process of employee organizations, which replaces the “revocation of certification” terminology in s. 447.308, F.S. Like the certification process for certification, employees that wish to decertify their employee organization must file a petition for decertification with a collection of showings of interest of at least 30 percent of the bargaining unit's employees, which must have been signed and dated not more than 12 months before filing the petition.

The bill changes the threshold question for decertification—requiring a majority of the bargaining unit to vote to decertify, rather than a majority of the employees who vote in the election, as provided in current law. However, for employee organizations that represent a public safety unit, a majority of the employees voting in the election may determine the vote to decertify.

The bill also applies the blackout periods from the certification process to decertification, prohibiting a petition to decertify within 12 months after an employee organization is certified by the commission's order verifying the results of the certification, recertification, or decertification election. As in certification petitions, the bill limits the time during which a person may file a

decertification petition—only 150-90 days before the expiration of a collective bargaining agreement, or after the expiration date, but before a new collective bargaining agreement has taken effect.

The bill permits an additional party—the employer—to contest and verify the showings of interest to decertify an employer. Current law allows an employee or employee organization to verify such showings of interest.

Lastly, this section specifies that an employee organization’s revocation is effective upon the commission’s issuance of a final order, or if the order is appealed, at the time the appeal is exhausted or any stay is vacated by the commission or a court.

### **Clarification of Bargaining Units**

**Section 12** creates s. 447.3076, F.S., which creates the clarification of a bargaining unit process. The bargaining agent of an affected bargaining unit, or the public employer of the public employees in that unit may file such a petition with the commission when a significant change in statutory or case law requires a clarification of the bargaining unit, or when a unit’s classification was:

- Created or substantially changed after the unit was initially defined by the commission;
- Retitled with no substantial change in job duties; or
- Included or excluded through the commission’s mistake or misunderstanding.

The bill establishes notice requirements for unit clarification petitions, including requiring service of the petition on (1) the public employer; and (2) any bargaining agent certified to represent employees or other employee classifications that may be substantially affected by the proposed clarification. If substantially affected employees are not represented by a bargaining agent, the public employer must provide notice of the petition to those employees within 10 days after the petition is filed.

The commission must dismiss a petition for clarification of a bargaining unit when such clarification would result in a 25 percent or more increase in the size of the bargaining unit because it raises a question concerning representation.

### **Collective Bargaining and Impasse**

A “public employer” is the state or any county, municipality, or special district or any subdivision or agency thereof which the commission determines has sufficient legal distinctiveness properly to carry out the functions of a public employer.

The Governor serves as the public employer for public employees who belong to a statewide bargaining unit composed of State Career Service System employees or Selected Professional Service employees. The Board of Governors of the State University System, or the board’s designee, is the public employer for public employees at state university. The board of trustees of a community college is the public employer for community college employees. The district school board is the public employer for school district employees.

**Section 18** amends s. 447.4095, F.S., to provide that appropriations to local governments by the Legislature which are specifically directed in law to be disbursed as salaries to employees of local governments are considered a financial urgency and provide for an expedited bargaining and impasse resolution process for those salary dollars. This does not apply to public safety units.

**Section 16** amends s. 447.403, F.S., to provide that a mediator cannot be used in impasses declared regarding legislatively-appropriated salary increases.

Additionally, this section creates fast-tracked timeframes for a hearing and related procedures under a special magistrate for such specified impasses. The parties must agree on a special magistrate and submit his or her name to the commission within 5 calendar days of the declared impasse. The commission must appoint this magistrate within 2 calendar days thereafter. If the parties cannot agree on a special magistrate, the commission must appoint one within 10 calendar days of the declared impasse.

Each party must give a list of its issues at impasse to the special magistrate and the other party within 5 calendar days after the special magistrate's appointment. A hearing must be held within 20 calendar days from the parties' submission of their list of issues at impasse (35 days after the declaration of impasse). The special magistrate must submit a recommended decision to the commission and the parties within 7 calendar days of the closing of the hearing. If a party wishes to reject the special magistrate's recommendation, it must do so in writing within 10 calendar days after receipt of the decision, and serve a copy of these rejections on the other party and the commission.

After a rejection of the special magistrate's recommendation, both parties must submit recommendations for settling the impasse to the Legislature. For these impasses, the Legislature must conduct a public hearing within 20 calendar days of its receipt of the recommendations and is required to take action within 10 days thereafter. An agreement that results from the legislative action must be reduced to writing by the parties within 10 calendar days of the legislative body's action. Thereafter, the chief executive officer and bargaining agent must sign the agreement within 7 calendar days and submit the agreement to the public employer and the bargaining unit for ratification within 10 calendar days from the agreement's signing. This issue cannot be signed, submitted, or ratified with other bargainable issues.

### **Paid Union Leave (“Release Time” or “Official Time”)**

**Section 22** amends s. 447.509, F.S., to bar a public employer from providing any form of compensation or paid leave to a public employee for the purpose of engaging in employee organization activities.

**Section 5** amends s. 447.203, F.S., to define “employee organization activities” as the following activities undertaken at the direction of, on behalf of, or to advance the purposes of an employee organization or any parent organization or affiliate of the employee organization:

- Supporting or opposing any candidate for federal, state, or local public office.
- Influencing the passage or defeat of state or federal legislation or regulation, local ordinance or resolution, or ballot measure.

- Promoting or soliciting membership or participation in, or financial support of, an employee organization of any parent organization or affiliate of the employee organization.
- Seeking certification as a bargaining agent.
- Participating in the administration, business, or internal governance of an employee organization or any parent organization or affiliate of the employee organization.
- Preparing, conducting, or attending employee organization events, conferences, conventions, meetings, or training, unless such training is directly related to the performance of public employees' job duties.
- Distributing communications of an employee organization or any parent organization or affiliate of the employee organization.
- Representing or speaking on behalf of an employee organization or any parent organization or affiliate of the employee organization in any setting, venue, or procedure in which the public employer is not a participant.

However, the bill provides exceptions to the general prohibition, the bill authorizes a public employee to:

- Use compensated personal leave, which may be his or her own or donated by employees in the bargaining unit, for employee organization activities.
- Take time off without pay or benefits to engage in employee organization activities, if agreed to by the employer and bargaining agent.
- If agreed to by the employer and bargaining agent, engage in *representational* employee organization activities on behalf of the bargaining agent while in a duty status without loss of pay or benefits, which includes:
  - Preparing, filing, or pursuing unfair labor practice charges or grievances.
  - Representing public employees in investigatory interviews, disciplinary proceedings or appeals, up to and including termination, or other administrative or legal proceedings.
  - Engaging in collective bargaining and any related mediation, factfinding, or arbitration.
  - Administering a collective bargaining agreement.
  - Participating in labor-management committees.

These limitations do not apply to public safety units.

### **Use of Public Employer Facilities**

**Section 19** amends s. 447.501, F.S., to require a public employer to allow any registered employee organization or any petitioning public employee who is seeking to support, oppose, or intervene in the certification, recertification, or decertification of a bargaining agent access to its facilities and internal means of communications. Failure to provide access is classified as an unfair labor practice.

## **Conforming Commission Hearing Timeframes and Procedures to the Administrative Procedures Act**

The commission conducts hearings regarding the registration, certification, and election of employee organizations that represent public employees; collective bargaining impasses;<sup>52</sup> and employment cases, such as career service appeals,<sup>53</sup> certain age discrimination matters,<sup>54</sup> specified whistleblower act cases,<sup>55</sup> veteran's preference complaints,<sup>56</sup> and drug free workplace act cases.<sup>57</sup> The commission conducts these hearings in accordance with ss. 120.569 and 120.57, F.S.,<sup>58</sup> hearing procedure guidelines provided in the Administrative Procedures Act (APA). The commission may also designate a member of the commission or a designated commission employee who is a member of the Florida Bar to serve as a hearing officer in such matters.

The bill generally aligns the commission's hearing timeframes and procedures with the APA's.

### ***Career Service Appeals***

**Section 1** amends s. 110.227, F.S., to require that, in an appeal of a work-related grievance made by a career service employee, the commission issue its final order in timeframes dictated by ss. 120.569 and 120.57, F.S. This generally extends the deadline for issuance of a final order from 45 days to 90 days.

Current law requires the commission to issue a final order within 45 days after the completion of the hearing, filing of exceptions, or date on which oral arguments is granted. The bill requires the commission to issue its final order in informal hearings conducted pursuant to s. 120.569, F.S., within 90 days after an informal hearing conducted by the commission; a recommended order is submitted to the agency if the hearing is conducted by an administrative law judge; or the commission received written and oral material it authorized to be submitted, if there was no hearing. If the commission refers the matter to a formal hearing involving disputed issues of material fact that is conducted by the Division of Administrative Hearings (DOAH) pursuant to s. 120.57, F.S., then the commission must issue its final order within 15 days of its receipt of a recommended order from the DOAH.

Additionally, this section substitutes current language that allows a party to file exceptions within 15 days of the hearing officer's issuance of a final order with a reference to the process for filing exceptions under ss. 120.569 and 120.57, F.S. The APA applies the same 15-day timeframe.

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<sup>52</sup> Section 447.403, F.S. *See also*, PERC, *Mediation—Impasse Resolution*, <https://myuff.org/wp-content/uploads/2021/09/PERC-Practical-Handbook-on-Collective-Bargaining-2020-edition.pdf> (last visited Jan. 27, 2026).

<sup>53</sup> 110.227, F.S.

<sup>54</sup> Section 112.044(4), F.S.

<sup>55</sup> Section 112.31895, F.S.

<sup>56</sup> Sections 295.11 and 295.14, F.S.

<sup>57</sup> Section 112.0455, F.S.

<sup>58</sup> Section 447.205(10)-(11), F.S.

### ***Drug Free Workplace Hearings***

**Section 2** amends s. 112.0455, F.S., to require that, in an appeal of a drug-free workplace complaint made by an executive branch employee or job applicant, the commission conduct an appeal hearing within 60 days of the employee or applicant's filing of the appeal (instead of 30 days) and issue its final order in timeframes dictated by ss. 120.569 and 120.57, F.S.

### ***Veteran Preferences***

**Section 4** amends s. 295.14, F.S., to require that, in a hearing it conducts regarding an alleged unfair labor practice based on an agency's failure to provide special consideration or preference requirements for disabled veterans, veterans, current members of any reserve component of the U.S. Armed Forces or Florida National Guard, and the spouses, widows, mothers, fathers, or legal guardians of certain veterans, the commission must conduct the appeal within 60 days, rather than 30 days, after an appeal has been filed.

The section also requires the commission to issue its final order in such hearings in timeframes dictated by ss. 120.569 and 120.57, F.S.—generally within 90 days of the hearing.

Additionally, the bill deletes commission's duty to mail the final order by certified mail with a return receipt requested, and substitute's ss. 120.569 and 120.57, F.S.'s instruction to "deliver or mail" a copy of a final order to each party or the party's attorney of record.

### ***General***

Section 447.207(1), F.S., grants the commission general rulemaking authority to adopt rules as it deems necessary to carry out the provisions of part II of ch. 447, F.S., regarding public employees. **Section 7** amends s. 447.207, F.S., to:

- Delete the requirement that the commission send a hearing, other process, or notice to a recipient via personal service or certified mail. This generally conforms to the adoption of ss. 120.569 and 120.57, F.S., procedures for notice, which require mail service.
- Update the service requirements for any subpoena issued under Public Employees Relation Act (PERA) to align with Florida Rule of Civil Procedure 1.410's requirements, which dictate that personal service be performed by anyone specified by law to service process or by a person who is not a party and is 18 years of age or older. As is provided in current law, the commission may also serve a subpoena by certified mail, return receipt requested.
- Delete the requirement that the commission adopt rules to prescribe the qualifications of persons who may serve as mediators in hearings held under PERA, and maintain a list of qualified mediators.

**Section 20** amends s. 447.503, F.S., to require public employers, unions, and public employees to have a substantial interest in litigation brought before the commission, which conforms with the standing requirements in the APA in ch. 120, F.S. This

### ***Miscellaneous***

**Section 5** alphabetizes the defined terms provided in s. 447.203, F.S., and defines the new terms "employee organization activities," "representational employee organization activities," "membership dues," "public safety unit," and a "showing of interest" as described above.

**Section 6** amends s. 447.207(8), F.S., to update the name of the commission to be used on its commission seal to be “State of Florida-*Public* Employees Relations Commission.”

**Section 7** amends s. 447.207(12), F.S., to maintain and expand the mass transit employee bargaining union exemption from Part II of ch. 447, F.S., rather than specific subsections of Part II, subject to approval by the commission.

**Sections 14, 17, and 28** makes conforming, non-substantive amendments to ss. 447.309, 447.405, and 447.609, F.S., respectively.

**Section 21** amends s. 447.507, F.S., to increase fines applicable to a public employee or union that strikes in violation of a court order from no more than \$5,000 to no more than \$30,000. The applicable fine for each officer, agent, or representative of an employee organization is increased from at least \$300, but not more than \$600 (as compared to no less than \$50, and no more than \$100).

Separately, the commission may penalize an organization that violates the no-strike requirement of s. 447.505, F.S., by fining the organization up to \$40,000 per calendar day of the violation (up from \$20,000).

**Sections 23-27 and 29** make technical updates to cross-references to incorporate the renumbered definitions in section 5 of the bill.

**Section 30** provides an effective date of July 1, 2026.

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

##### **B. Public Records/Open Meetings Issues:**

None.

##### **C. Trust Funds Restrictions:**

None.

##### **D. State Tax or Fee Increases:**

None.

## E. Other Constitutional Issues:

**Right to Collectively Bargain**

Article I, section 6 of the State Constitution states:

The right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or labor organization. The right of employees, by and through a labor organization, to bargain collectively shall not be denied or abridged. Public employees shall not have the right to strike.

The Florida Supreme Court has recognized that this constitutional provision endows public employees with the same constitutional rights to bargain collectively as private employees, excluding the right to strike.<sup>59</sup> Moreover, as part of the State Constitution's declaration of rights, the right to collectively bargain is considered to be a fundamental right. Therefore, in order to survive a constitutional challenge, a statute that abridges public employee's right to bargain collectively "must serve that compelling state interest in the least intrusive means possible."<sup>60</sup>

The change to the voting threshold for the employees' decision to unionize and to bargain collectively from a majority vote of the *employees voting* to a majority of the *employees in the bargaining unit* may implicate the employee's right to collectively bargain. The state's compelling interest in such change may be to ensure that the majority of the employees actually want to be represented, but there may be a less intrusive means to achieve this, particularly when some bargaining agents remain subject to a majority vote of the employees voting and other bargaining agents are subject to the higher standard of a majority vote of the employees in the unit.

The commission recently decided that employees (not the employee organization or public employer reimbursing the commission) must pay for their stamp to cast their mail ballot (the general method of union election).<sup>61</sup> This ultimately implements a cost to employees who want to vote to elect or retain a bargaining agent, but no cost for employees who do not want to elect or retain a bargaining agent (because failure to return a ballot has the same effect as voting 'no' in an election that is based on the total membership of the unit.) This may dilute the effect of an employee's union membership by preventing him or her from counting as a union member among the employees that are recognized in an election unless the employee chooses to pay for the stamp to cast a ballot and be counted.<sup>62</sup> This may implicate the employee's right to collectively bargain.

<sup>59</sup> *Dade County Classroom Teachers Ass'n. v. Ryan*, 225 So. 2d 903 (Fla. 1969).

<sup>60</sup> *Chiles v. State Emps. Att'ys Guild*, 714 So.2d 502 (Fla. Dist Ct. App. 1998), aff'd, 734 So.2d 1030 (Fla. 1999), quoting *SEAG, FPD, NUHHCE, AFSCME, AFL-CIO v. State*, 653 So.2d 487 at 488 (Fla. 1<sup>st</sup> DCA 1995)

<sup>61</sup> See, *Petition from Florida Education Ass'n., Inc., Leon Classroom Teachers' Ass'n., Osceola County Educ. Ass'n., St. Johns Educ. Support Prof'l Ass'n. And Walton County Support Prof'ls*, case no. MS-2025, 002, (May 15, 2025), [https://perc.myflorida.com/download.aspx?Prefix=MS&CaseYr=25&CaseNo=002&File=MS25002\\_Ord17\\_05152025\\_154002.pdf](https://perc.myflorida.com/download.aspx?Prefix=MS&CaseYr=25&CaseNo=002&File=MS25002_Ord17_05152025_154002.pdf).

<sup>62</sup> See, *Alachua County Educ. Ass'n. V. Carpenter*, 741 F.Supp. 3d 1202, 1223-1224 (N.D. Fla. 2024).

In another instance, the bill requires the commission to revoke the certification of an employee organization that does not comply with the document submission requirements of the certification process (see section 12 of the bill at lines 810-898). The documentation required includes total membership, financial activity, and salary and benefits of highest paid employees, among other topics. If a certification revocation occurs for failure to timely submit the documents or otherwise comply with the requirements of this section, the employee organization is prohibited from petitioning to represent that same unit for at least 12 months. This provision does not apply to public safety units. This distinction may result in some employees being denied the right to be represented by his or her chosen registered employee organization for at least 1 year, and therefore this differential treatment may be subject to strict scrutiny.

No case directly on point has been identified to date. However, to the extent that a claim is raised, the strict scrutiny standard is likely to be applied, and the state must show a compelling state interest.

### Freedom of Speech

The First Amendment to the U.S. Constitution guarantees that “Congress shall make no law ... abridging the freedom of speech.”<sup>63</sup> Generally, a government cannot restrict speech on the basis of the message expressed;<sup>64</sup> content-based restrictions are presumptively invalid.<sup>65</sup> The rights guaranteed by the First Amendment apply with equal force to state governments through the due process clause of the Fourteenth Amendment.<sup>66</sup> While the text of the state and federal constitutions differs, the protection and freedom of speech under the state constitution “is the same as is required under the First Amendment.”<sup>67</sup>

In general, there are two types of restrictions on speech – content-based and content-neutral. Content-based restrictions target speech based on its subject-matter and is viewed with disfavor by the courts. Such restrictions are presumptively invalid and evaluated under strict scrutiny.<sup>68</sup> Strict scrutiny requires the government to prove that the restriction is narrowly tailored to achieve a compelling government interest.<sup>69</sup> Content-neutral restrictions are subject to the more lenient requirement that the state identify a substantial interest that would not be furthered as effectively in the absence of the law.<sup>70</sup>

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<sup>63</sup> U.S. CONST. amend. I.

<sup>64</sup> *Texas v. Johnson*, 491 U.S. 397 (1989); *State v. T.B.D.*, 656 So.2d 479 (Fla. 1995).

<sup>65</sup> *See, e.g., Police Dept. of Chicago v. Mosely*, 408 U.S. 92 (1972).

<sup>66</sup> U.S. CONST. amend. XIV; *see also* FLA. CONST., art. I.

<sup>67</sup> *Dep't of Educ. v. Lewis*, 416 So.2d 455, 461 (Fla. 1982); *Scott v. State*, 368 So.3d 8, 10 (Fla. 4th DCA 2023), *review denied*, No. SC2023-1188 (Fla. Nov. 22, 2023), and *cert. denied sub nom.*; *Scott v. Fla.*, No. 23-7786 (U.S. Oct. 7, 2024).

<sup>68</sup> *Vidal v. Elster*, 602 U.S. 286, 292 (2024). In particular, the Supreme Court held that view-point discrimination, which targets not just the subject matter, “but particular views taken by the speakers,” is considered “a particularly egregious form of content discrimination.”

<sup>69</sup> *Reed v. Town of Gilbert, Ariz.*, 576 U.S. 155, 171 (2015).

<sup>70</sup> *Rumsfeld v. Forum for Acad. & Institutional Rts., Inc.*, 547 U.S. 47, 67 (2006).

The bill limits certain public employees' employee organization activities, including their influence of the passage or defeat of legislation and similar measures, and supporting or opposing a candidate for public office. These employees may only engage in such activity in a compensated or paid leave status if their public employer and bargaining agent agree. However, public safety unit employees are not subject to this limitation. A public safety employee may be deemed to have greater leeway to engage in certain speech than other union employees, which may be viewed as a restriction on a union member's right to freedom of speech.

### **Equal Protection Clause**

The Equal Protection Clause of the Fourteenth Amendment to the United States Constitution provides, "No State shall . . . deny to any person within its jurisdiction the equal protection of the laws."<sup>71</sup> Florida's Equal Protection Clause guarantees that "all natural persons, female and male alike, are equal before the law and have inalienable rights."<sup>72</sup> Equal protection claims against government actors allege unconstitutionally unequal treatment between groups, which can be based on any form of classification. However, "equal protection is not violated merely because some persons are treated differently than other persons. It only requires that persons similarly situated be treated similarly."<sup>73</sup> Unless a statute provokes "strict judicial scrutiny" because it interferes with a "fundamental right" or discriminates against a "suspect class," it will ordinarily survive an equal protection claim so long as the challenged classification is rationally related to a legitimate governmental purpose.<sup>74</sup> To withstand strict scrutiny, a law must be necessary to promote a compelling governmental interest and must be narrowly tailored to advance that interest.<sup>75</sup>

This bill appears to create two distinct classes of public employees. These groups experience differently their right to associate freely and collectively bargain (in virtue of the higher threshold to certify and decertify an employee organization and thus be a member of a union), and to freedom of speech to speak on behalf of the union to seek certification as a bargaining agent and similar union activities (in virtue of the limit on use of time off without pay or benefits for the use of employee organizational activities for one group but not the other).

These rights of free speech and freedom of association are fundamental rights guaranteed by the State Constitution. The right to collectively bargain is a right guaranteed in the state constitution's declaration of rights. As discussed above, these rights are treated differently between the two distinct classes of public employees created by the bill. In effect, the bill risks violating those fundamental constitutional rights (speech and

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<sup>71</sup> U.S. CONST. amend. XIV, s. 1.

<sup>72</sup> FLA. CONST. art. I, s. 2.

<sup>73</sup> *Fraternal Order of Police, Miami Lodge 20, v. Miami*, 243 So.3d 894, 899 (Fla. 2018), quoting *Duncan v. Moore*, 754 So.2d 708, 712 (Fla. 2000).

<sup>74</sup> *Kardmas v. Dickinson Public Schools*, 487 U.S. 450, 457-458 (1988); *Fla. High Sch. Activities Ass'n v. Thomas By & Through Thomas*, 434 So.2d 306, 308 (Fla. 1983).

<sup>75</sup> *Westerheide v. State*, 831 So.2d 93, 110 (Fla. 2002). See also, *Fraternal Order of Police, Miami Lodge 20, v. Miami*, 243 So.3d 894, 899 (Fla. 2018).

collective bargaining) while imposing unequal treatment that may itself constitute a separate constitutional infringement.

### Single Subject

Article III, section 6 of the State Constitution requires every law to “embrace but one subject and matter properly connected therewith.” The purpose of this requirement is to prevent logrolling, which combines multiple unrelated measures in one bill in order to secure passage of a measure that is unlikely to pass on its own merits.<sup>76</sup> The Florida Supreme Court has held that the single subject clause contains three requirements: first, each law must embrace only one subject; second, the law may include any matter that properly connected with the subject; and third, the subject must be briefly expressed in the title.<sup>77</sup> The subject matter to consider when determining whether a bill embraces a single subject is the bill title’s subject, and the test is whether the bill is designed to accomplish separate objectives with no natural or logical connection to each other.<sup>78</sup>

It is unclear whether the current state of the bill violates the single subject rule. The title of the present bill indicates that it is an act relating to “the Public Employees Relations Commission.” While all of the matters involved in the bill may touch on the commission, their nexus is tenuous. For example, several parts of the bill deal with hearing procedures relating to unfair labor practices alleged by a public employee under part II of ch. 447, F.S., others deal with the Governor’s (or chief executive’s) and Legislature’s (or legislative body’s) authority and duties in resolving issues at impasse. Additionally, section 21 increases fines that a circuit court may assess against a public employee for violations of anti-strike provisions—entirely outside of the scope of the commission; section 22 deals with relations between a public employer and public employee (limiting approval of leave to specific instances.).

## V. Fiscal Impact Statement:

### A. Tax/Fee Issues:

None identified.

### B. Private Sector Impact:

The increase in threshold to recertify an employee organization may result in fewer unions maintaining their certification to represent public employee bargaining units.

Additionally, based on the commission practice of requiring employees to pay postage on a mail ballot for a certification (or decertification) election, individuals who wish to vote in such elections will see an added cost related to casting a vote.

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<sup>76</sup> *Santos v. State*, 380 So.2d 1284 (Fla. 1980).

<sup>77</sup> *Franklin v. State*, 887 So. 1063, 1072 (Fla. 2004).

<sup>78</sup> See *Ex parte Knight*, 41 So. 786 (Fla. 1906); *Brd. of Public Instruction of Broward Cnty. v. Doran*, 224 So.2d 693 (Fla. 1969).

**C. Government Sector Impact:**

The commission may see an increase in elections it must administer as a result of the new provisions for recertification and decertification. This may increase the commission's workload.

**VI. Technical Deficiencies:**

None.

**VII. Related Issues:**

Section 12 creates a clarification of bargaining units petition, and provides standards for submission of a petition to clarify the composition of a bargaining unit, but does not provide standards for the commission's decision on that unit clarification. The commission may benefit from rulemaking authority and some legislative standards regarding the commission's determination on petitions to clarify a bargaining unit.

The Legislature "may not delegate the power to enact a law or the right to exercise unrestricted discretion in applying the law."<sup>79</sup> The Florida Supreme Court has found that "statutes granting power to the executive branch 'must clearly announce adequate standards to guide ... in the execution of the powers delegated. The statute must so clearly define the power delegated that the [executive] is precluded from acting through whim, showing favoritism, or exercising unbridled discretion.'"<sup>80</sup>

Administrative commissions, unless specifically created in the Constitution, are creatures of statute and derive only the powers specified therein.<sup>81</sup> Thus, the APA expressly states that statutory language delegating authority to executive agencies must be construed to extend no further than the powers and duties conferred by that statute.<sup>82</sup> Even when an agency is pursuing the policy objectives that underlie the statutory scheme it is charged with enforcing, the agency may not disregard or expand upon the terms of the statutes themselves.<sup>83</sup> Agency action is derived from legislative delegation, it follows that the Legislature may oversee and alter that delegation.<sup>84</sup>

**VIII. Statutes Affected:**

This bill substantially amends the following sections of the Florida Statutes: 110.227, 112.0455, 120.80, 295.14, 447.203, 447.205, 447.207, 447.301, 447.303, 447.305, 447.307, 447.308, 447.403, 447.405, 447.4095, 447.501, 447.503, 447.507, 447.509, 110.114, 110.205, 112.3187, 121.031, 447.02, 447.609, and 1011.60.

<sup>79</sup> *Bush v. Schiavo*, 885 So. 2d 321 (Fla. 2004).

<sup>80</sup> *Id.*

<sup>81</sup> *Grove Isle, Ltd. v. State Dept of Environmental Regulation*, 454 So. 2d 571 (Fla. 1st DCA 1984). *See also, WHS Trucking LLC v. Reemployment Assistance Appeals Comm'n*, 183 So. 3d 460 (Fla. 1st DCA 2016).

<sup>82</sup> Sections 120.52(8) and 120.536(1), F.S. *See also, Tampa Bay Downs, Inc. v. Dep't of Bus. And Prof. Reg.*, 293 So. 3d 38 (Fla. 2d DCA 2020).

<sup>83</sup> *Tampa Bay Downs, Inc.*, 293 So. 3d 38.

<sup>84</sup> *City of Cape Coral v. GAC Utilities, Inc. of Fla.*, 281 So. 2d 493 (Fla. 1973).

This bill creates the following sections of the Florida Statutes: 447.3076, 447.309, 447.401, 447.403, 447.405, 447.4095, 447.501, 447.503, 447.507, 447.509, and 110.114.

## IX. Additional Information:

### A. Committee Substitute – Statement of Substantial Changes:

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

#### **CS by Governmental Oversight and Accountability on February 11, 2026:**

- Clarifies that membership dues must be paid in exchange for membership in an employee organization.
- Retains current law by deleting language which specified that “additional grants of rulemaking authority contained in [part II of ch. 447, F.S.,] do not limit the grant of rulemaking authority in [section 447.207, F.S.]”.
- Retains current law in s. 447.207(6), F.S., to specify that commission statements of general applicability that implement, interpret, or prescribe law or policy made in the course of its adjudication of a case under s. 447.307 or s. 447.503, F.S. only are not a rule as defined in s. 120.52, F.S.
- Clarifies that a membership authorization form remains valid if it met the requirements in law at the time the employee signed it, and that employee has not subsequently revoked his or her union membership.
- Retains a public employee’s express authority to pay membership dues directly to an employee organization, a parent organization, and an affiliate of the employee organization or the parent organization.
- Requires that information provided as part of an application for renewal be accompanied by an agreed-upon procedures report by an independent CPA to assist in determining the information’s accuracy.
- Clarifies that any decision issued by the commission under s. 447.305, F.S., relating to registrations and certifications of employee organizations and bargaining units is a final agency action that may be reviewed by a district court of appeal, pursuant to s. 447.504, F.S.
- Retains current law in s. 447.309(3), F.S., which requires the chief executive officer to propose an amendment to a law that conflicts with a provision of a collective bargaining agreement to which the chief executive officer agreed.
- Retains current law in s. 447.309(5), which requires all of the terms of employment to be included in the collective bargaining agreement—not just those negotiated or resolved by impasse.
- Specifies that the service used in special magistrate impasse hearings may be any method *agreed to by the parties*.
- Narrows the scope of the financial urgency provision to appropriations to local governments by the Legislature which are specifically directed in law to be disbursed as salaries to local government employees.
- Limits access to a public employer’s facilities and internal means of communication to only a *registered* employee organization and public employee for the purpose of intervening in, supporting, or opposing a certification, recertification, or

decertification of a bargaining agent. This ensures that the commission has regulatory authority over the entity.

- Increases the amount that the commission can fine an organization that engaged in an illegal strike to from \$20,000 per day to \$40,000 per day, or the cost incurred by the public as a result of the strike.
- Clarifies that a bargaining agent and employer are not required to agree for the employee to use his or her compensated personal leave for employee organization activities. An agreement is still required for the employee to use time off without pay or benefits to engage in employee organization activities, or for the employee to engage in representational employee organization activities while in a duty status.

B. Amendments:

None.

By Senator Martin

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1 A bill to be entitled  
 2 An act relating to the Public Employees Relations  
 3 Commission; amending s. 110.227, F.S.; conforming  
 4 final order requirements to ch. 120, F.S.; deleting a  
 5 provision requiring exceptions to a recommended order  
 6 to be filed within a specified timeframe; amending s.  
 7 112.0455, F.S.; conforming final order requirements to  
 8 ch. 120, F.S.; revising the timeframe in which an  
 9 appeal hearing must be conducted; amending s. 120.80,  
 10 F.S.; providing applicability; amending s. 295.14,  
 11 F.S.; conforming final order requirements to ch. 120,  
 12 F.S.; reordering and amending s. 447.203, F.S.;  
 13 revising and defining terms; amending s. 447.205,  
 14 F.S.; revising the seal of the Public Employees  
 15 Relations Commission; amending s. 447.207, F.S.;  
 16 providing construction relating to the rulemaking  
 17 authority of the commission; authorizing subpoenas to  
 18 be served by certified mail, return receipt requested,  
 19 or by personal service; revising requirements for  
 20 proof of service; deleting the requirement that the  
 21 commission adopt rules for the qualifications of  
 22 persons who may serve as mediators; authorizing the  
 23 commission, under certain circumstances, to waive the  
 24 application of any provision of part II of ch. 447,  
 25 F.S., rather than only specified provisions; amending  
 26 s. 447.301, F.S.; revising requirements for an  
 27 employee organization membership authorization form;  
 28 requiring an employee organization, within a specified  
 29 timeframe, to revoke the membership of and cease the

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30 collection of membership dues from a public employee;  
 31 amending s. 447.303, F.S.; conforming provisions to  
 32 changes made by the act; amending s. 447.305, F.S.;  
 33 revising application requirements for employee  
 34 organization registration and renewal of registration;  
 35 requiring an employee organization to provide an  
 36 application for renewal of registration to certain  
 37 persons within a specified timeframe; requiring a  
 38 bargaining agent to provide missing application  
 39 information to the commission within a specified  
 40 timeframe; requiring the commission to dismiss an  
 41 application for renewal of registration under certain  
 42 circumstances; requiring the commission to notify the  
 43 bargaining agent when such application information is  
 44 complete; requiring the bargaining agent to petition  
 45 for recertification within a specified timeframe  
 46 thereafter; requiring the commission or one of its  
 47 designated agents to conduct an investigation if a  
 48 challenge to an application for renewal of  
 49 registration is filed; authorizing a designated agent  
 50 of the commission to conduct an investigation to  
 51 confirm validity of submitted information; exempting  
 52 certain employee organizations from a specified  
 53 requirement; requiring a registration fee for  
 54 applications for registration and renewal of  
 55 registration; requiring certain employee organization  
 56 accounts to be open for inspection by the commission  
 57 and certain public employees at a reasonable time and  
 58 place; providing for the revocation of an employee

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59 organization's certification under certain  
 60 circumstances; providing that certain decisions issued  
 61 by the commission are final agency actions; amending  
 62 s. 447.307, F.S.; revising requirements for the  
 63 certification and recertification of an employee  
 64 organization; creating s. 447.3076, F.S.; providing  
 65 that a petition to clarify the composition of a  
 66 bargaining unit may be filed with the commission under  
 67 certain circumstances; requiring that a copy of the  
 68 petition be served on certain persons; requiring the  
 69 public employer to provide a copy of the petition to  
 70 certain affected employees within a specified  
 71 timeframe; requiring a petition to be dismissed under  
 72 certain circumstances; amending s. 447.308, F.S.;  
 73 revising requirements for the decertification of an  
 74 employee organization; amending s. 447.309, F.S.;  
 75 deleting provisions relating to conflicts between any  
 76 collective bargaining agreement provision and certain  
 77 laws, ordinances, rules, or regulations; requiring  
 78 certain agreements to be returned to the bargaining  
 79 agent, rather than the employee organization;  
 80 requiring collective bargaining agreements to contain  
 81 specified terms and conditions; amending s. 447.401,  
 82 F.S.; conforming provisions to changes made by the  
 83 act; amending s. 447.403, F.S.; specifying  
 84 requirements for when an impasse occurs; requiring a  
 85 hearing within a specified timeframe; authorizing the  
 86 recommended decision of a special magistrate from an  
 87 impasse hearing to be transmitted by any method of

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88 service that establishes proof of delivery; amending  
 89 s. 447.405, F.S.; conforming provisions to changes  
 90 made by the act; amending s. 447.4095, F.S.; providing  
 91 that salary increases appropriated by the Legislature  
 92 are considered a financial urgency; providing meeting  
 93 and dispute requirements; prohibiting unfair labor  
 94 charges to be filed during specified time periods;  
 95 providing applicability; amending s. 447.501, F.S.;  
 96 requiring a public employer to provide to all employee  
 97 organizations or petitioning employees equal access to  
 98 the employer's facilities and communication systems  
 99 for a specified time period; amending s. 447.503,  
 100 F.S.; authorizing certain public employers, public  
 101 employees, and employee organizations, or combinations  
 102 thereof, to file certain charges with the commission;  
 103 amending s. 447.507, F.S.; increasing fines for  
 104 certain violations; amending s. 447.509, F.S.;  
 105 prohibiting public employers, their agents or  
 106 representatives, and any persons acting on their  
 107 behalf from taking certain actions; authorizing  
 108 certain actions by public employees under certain  
 109 circumstances; providing applicability; amending ss.  
 110 110.114, 110.205, 112.3187, 121.031, 447.02, 447.609,  
 111 and 1011.60, F.S.; conforming cross-references and  
 112 provisions to changes made by the act; providing an  
 113 effective date.

114  
115 Be It Enacted by the Legislature of the State of Florida:  
116

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117 Section 1. Paragraph (d) of subsection (6) of section  
118 110.227, Florida Statutes, is amended to read:

119 110.227 Suspensions, dismissals, reductions in pay,  
120 demotions, layoffs, transfers, and grievances.—

121 (6) The following procedures shall apply to appeals filed  
122 pursuant to subsection (5) with the Public Employees Relations  
123 Commission, hereinafter referred to as the commission:

124 (d) A recommended order must ~~shall~~ be issued by the hearing  
125 officer within 30 days after ~~following~~ the hearing. ~~Exceptions~~  
126 ~~to the recommended order shall be filed within 15 days after the~~  
127 ~~recommended order is issued. The final order must be issued~~  
128 ~~shall be filed by the commission in accordance with ss. 120.569~~  
129 ~~and 120.57 no later than 45 calendar days after the hearing or~~  
130 ~~after the filing of exceptions or oral arguments if granted.~~

131 Section 2. Paragraph (a) of subsection (14) of section  
132 112.0455, Florida Statutes, is amended to read:

133 112.0455 Drug-Free Workplace Act.—

134 (14) DISCIPLINE REMEDIES.—

135 (a) An executive branch employee who is disciplined or who  
136 is a job applicant for another position and is not hired  
137 pursuant to this section, may file an appeal with the Public  
138 Employees Relations Commission. Any appeal must be filed within  
139 30 calendar days after ~~of~~ receipt by the employee or job  
140 applicant of notice of discipline or refusal to hire. The notice  
141 shall inform the employee or job applicant of the right to file  
142 an appeal, or if available, the right to file a collective  
143 bargaining grievance pursuant to s. 447.401. Such appeals shall  
144 be resolved pursuant to the procedures established in ss.  
145 447.207(1)-(4), 447.208(2), and 447.503(4) and (5). A hearing on

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146 the appeal shall be conducted within 60 ~~30~~ days after ~~of~~ the  
147 filing of the appeal, unless an extension is requested by the  
148 employee or job applicant and granted by the commission or an  
149 arbitrator. The final order must be issued by the commission in  
150 accordance with ss. 120.569 and 120.57.

151 Section 3. Paragraph (c) is added to subsection (12) of  
152 section 120.80, Florida Statutes, to read:

153 120.80 Exceptions and special requirements; agencies.—

154 (12) PUBLIC EMPLOYEES RELATIONS COMMISSION.—

155 (c) Section 120.60 does not apply to registration of  
156 employee organizations under s. 447.305.

157 Section 4. Subsection (1) of section 295.14, Florida  
158 Statutes, is amended to read:

159 295.14 Penalties.—

160 (1) When the Public Employees Relations Commission, after a  
161 hearing on notice conducted according to rules adopted by the  
162 commission, determines that a violation of s. 295.07, s. 295.08,  
163 s. 295.085, or s. 295.09(1)(a) or (b) has occurred and sustains  
164 the veteran seeking redress, the commission shall order the  
165 offending agency, employee, or officer of the state to comply  
166 with ~~the provisions of~~ s. 295.07, s. 295.08, s. 295.085, or s.  
167 295.09(1)(a) or (b); and, in the event of a violation of s.  
168 295.07, s. 295.08, s. 295.085, or s. 295.09(1)(a) or (b), the  
169 commission may issue an order to compensate the veteran for the  
170 loss of any wages and reasonable attorney ~~attorney's~~ fees for  
171 actual hours worked, and costs of all work, including  
172 litigation, incurred as a result of such violation, which order  
173 shall be conclusive on the agency, employee, or officer  
174 concerned. The attorney ~~attorney's~~ fees and costs may not exceed

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175 \$10,000. The final order must be issued by action of the  
 176 commission in accordance with ss. 120.569 and 120.57 shall be in  
 177 writing and shall be served on the parties concerned by  
 178 certified mail with return receipt requested.

179 Section 5. Section 447.203, Florida Statutes, is reordered  
 180 and amended to read:

181 447.203 Definitions.—As used in this part:

182 (6)(1) "Commission" means the Public Employees Relations  
 183 Commission created by s. 447.205.

184 (17)(2) "Public employer" or "employer" means the state or  
 185 any county, municipality, or special district or any subdivision  
 186 or agency thereof which the commission determines has sufficient  
 187 legal distinctiveness properly to carry out the functions of a  
 188 public employer. With respect to all public employees determined  
 189 by the commission as properly belonging to a statewide  
 190 bargaining unit composed of State Career Service System  
 191 employees or Selected Professional Service employees, the  
 192 Governor is deemed to be the public employer; and the Board of  
 193 Governors of the State University System, or the board's  
 194 designee, is deemed to be the public employer with respect to  
 195 all public employees of each constituent state university. The  
 196 board of trustees of a community college is deemed to be the  
 197 public employer with respect to all employees of the community  
 198 college. The district school board is deemed to be the public  
 199 employer with respect to all employees of the school district.  
 200 The Board of Trustees of the Florida School for the Deaf and the  
 201 Blind is deemed to be the public employer with respect to the  
 202 academic and academic administrative personnel of the Florida  
 203 School for the Deaf and the Blind. The Governor is deemed to be

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204 the public employer with respect to all employees in the  
 205 Correctional Education Program of the Department of Corrections  
 206 established pursuant to s. 944.801.

207 (16)(3) "Public employee" means any person employed by a  
 208 public employer except:

209 (a) Those persons appointed by the Governor or elected by  
 210 the people, agency heads, and members of boards and commissions.

211 (b) Those persons holding positions by appointment or  
 212 employment in the organized militia.

213 (c) Those individuals acting as negotiating representatives  
 214 for employer authorities.

215 (d) Those persons who are designated by the commission as  
 216 managerial or confidential employees pursuant to criteria  
 217 contained herein.

218 (e) Those persons holding positions of employment with the  
 219 Florida Legislature.

220 (f) Those persons who have been convicted of a crime and  
 221 are inmates confined to institutions within the state.

222 (g) Those persons appointed to inspection positions in  
 223 federal/state fruit and vegetable inspection service whose  
 224 conditions of appointment are affected by the following:

225 1. Federal license requirement.

226 2. Federal autonomy regarding investigation and  
 227 disciplining of appointees.

228 3. Frequent transfers due to harvesting conditions.

229 (h) Those persons employed by the Public Employees  
 230 Relations Commission.

231 (i) Those persons enrolled as undergraduate students in a  
 232 state university who perform part-time work for the state

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233 university.

234 (12)~~(4)~~ "Managerial employees" means ~~are~~ those employees  
235 who:

236 (a) Perform jobs that are not of a routine, clerical, or  
237 ministerial nature and require the exercise of independent  
238 judgment in the performance of such jobs and to whom one or more  
239 of the following applies:

240 1. They formulate or assist in formulating policies which  
241 are applicable to bargaining unit employees.

242 2. They may reasonably be required on behalf of the  
243 employer to assist in the preparation for the conduct of  
244 collective bargaining negotiations.

245 3. They have a role in the administration of agreements  
246 resulting from collective bargaining negotiations.

247 4. They have a significant role in personnel  
248 administration.

249 5. They have a significant role in employee relations.

250 6. They are included in the definition of administrative  
251 personnel contained in s. 1012.01(3).

252 7. They have a significant role in the preparation or  
253 administration of budgets for any public agency or institution  
254 or subdivision thereof.

255 (b) Serve as police chiefs, fire chiefs, or directors of  
256 public safety of any police, fire, or public safety department.  
257 Other police officers, as defined in s. 943.10(1), and  
258 firefighters, as defined in s. 633.102, may be determined by the  
259 commission to be managerial employees of such departments. In  
260 making such determinations, the commission shall consider, in  
261 addition to the criteria established in paragraph (a), the

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262 paramilitary organizational structure of the department  
263 involved.

264  
265 However, in determining whether an individual is a managerial  
266 employee pursuant to paragraph (a) or paragraph (b), ~~above~~, the  
267 commission may consider historic relationships of the employee  
268 to the public employer and to coemployees.

269 (7)~~(5)~~ "Confidential employees" means ~~are~~ persons who act  
270 in a confidential capacity to assist or aid managerial employees  
271 as defined in subsection (12) ~~(4)~~.

272 (21)~~(6)~~ "Strike" means the concerted failure of employees  
273 to report for duty; the concerted absence of employees from  
274 their positions; the concerted stoppage of work by employees;  
275 the concerted submission of resignations by employees; the  
276 concerted abstinence in whole or in part by any group of  
277 employees from the full and faithful performance of the duties  
278 of employment with a public employer for the purpose of  
279 inducing, influencing, condoning, or coercing a change in the  
280 terms and conditions of employment or the rights, privileges, or  
281 obligations of public employment, or participating in a  
282 deliberate and concerted course of conduct which adversely  
283 affects the services of the public employer; the concerted  
284 failure of employees to report for work after the expiration of  
285 a collective bargaining agreement; and picketing in furtherance  
286 of a work stoppage. The term includes ~~"strike" shall also mean~~  
287 any overt preparation, including, but not limited to, the  
288 establishment of strike funds with regard to the ~~above-listed~~  
289 activities listed in this subsection.

290 (22)~~(7)~~ "Strike funds" means ~~are~~ any appropriations by an

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291 employee organization which are established to directly or  
 292 indirectly aid any employee or employee organization to  
 293 participate in a strike in the state.

294 ~~(2)(8)~~ "Bargaining unit" means either that unit determined  
 295 by the commission, that unit determined through local  
 296 regulations ~~adopted promulgated~~ pursuant to s. 447.603, or that  
 297 unit determined by the public employer and the public employee  
 298 organization and approved by the commission to be appropriate  
 299 for the purposes of collective bargaining. However, no  
 300 bargaining unit shall be defined as appropriate which includes  
 301 employees of two employers that are not departments or divisions  
 302 of the state, a county, a municipality, or other political  
 303 entity.

304 ~~(3)(9)~~ "Chief executive officer" for the state means shall  
 305 ~~mean~~ the Governor and for other public employers means shall  
 306 ~~mean~~ the person, whether elected or appointed, who is  
 307 responsible to the legislative body of the public employer for  
 308 the administration of the governmental affairs of the public  
 309 employer.

310 ~~(11)(10)~~ "Legislative body" means the State Legislature,  
 311 the board of county commissioners, the district school board,  
 312 the governing body of a municipality, or the governing body of  
 313 an instrumentality or unit of government having authority to  
 314 appropriate funds and establish policy governing the terms and  
 315 conditions of employment and which, as the case may be, is the  
 316 appropriate legislative body for the bargaining unit. For  
 317 purposes of s. 447.403, the Board of Governors of the State  
 318 University System, or the board's designee, shall be deemed to  
 319 be the legislative body with respect to all employees of each

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320 constituent state university. For purposes of s. 447.403, the  
 321 board of trustees of a community college shall be deemed to be  
 322 the legislative body with respect to all employees of the  
 323 community college.

324 ~~(8)(11)~~ "Employee organization" or "organization" means any  
 325 labor organization, union, association, fraternal order,  
 326 occupational or professional society, or group, however  
 327 organized or constituted, which represents, or seeks to  
 328 represent, any public employee or group of public employees  
 329 concerning any matters relating to their employment relationship  
 330 with a public employer.

331 (9) "Employee organization activities" means activities  
 332 undertaken at the direction of, on behalf of, or to advance the  
 333 purposes of an employee organization or any parent organization  
 334 or affiliate of the employee organization by doing any of the  
 335 following:

336 (a) Supporting or opposing a candidate for federal, state,  
 337 or local public office.

338 (b) Influencing the passage or defeat of any federal or  
 339 state legislation or regulation, local ordinance or resolution,  
 340 or ballot measure.

341 (c) Promoting or soliciting membership or participation in,  
 342 or financial support of, an employee organization or any parent  
 343 organization or affiliate of the employee organization.

344 (d) Seeking certification as a bargaining agent.

345 (e) Participating in the administration, business, or  
 346 internal governance of an employee organization or any parent  
 347 organization or affiliate of the employee organization.

348 (f) Preparing, conducting, or attending employee

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349 organization events, conferences, conventions, meetings, or  
 350 trainings, unless such training is directly related to the  
 351 performance of a public employee's job duties.

352 (g) Distributing communications of an employee organization  
 353 or any parent organization or affiliate of the employee  
 354 organization.

355 (h) Representing or speaking on behalf of an employee  
 356 organization or any parent organization or affiliate of the  
 357 employee organization in any setting, venue, or procedure in  
 358 which the public employer is not a participant.

359 (i) Preparing, filing, or pursuing unfair labor practice  
 360 charges or grievances.

361 (j) Representing public employees in investigatory  
 362 interviews; disciplinary proceedings or appeals, including  
 363 termination; or other administrative or legal proceedings.

364 (k) Engaging in collective bargaining and any related  
 365 mediation, factfinding, or arbitration.

366 (l) Administering a collective bargaining agreement.

367 (m) Participating in labor-management committees.

368 (1)(12) "Bargaining agent" means the employee organization  
 369 that which has been certified by the commission as representing  
 370 the employees in the bargaining unit, as provided in s. 447.307,  
 371 or its representative.

372 (13) "Membership dues" means employee organization dues;  
 373 uniform assessments; fees, including initiation fees; or  
 374 voluntary contributions paid in exchange for membership in an  
 375 employee organization or as a member of the employee  
 376 organization.

377 (15)(13) "Professional employee" means:

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378 (a) Any employee engaged in work in any two or more of the  
 379 following categories:

380 1. Work predominantly intellectual and varied in character  
 381 as opposed to routine mental, manual, mechanical, or physical  
 382 work.~~+~~

383 2. Work involving the consistent exercise of discretion and  
 384 judgment in its performance.~~+~~

385 3. Work of such a character that the output produced or the  
 386 result accomplished cannot be standardized in relation to a  
 387 given period of time.~~+~~ ~~and~~

388 4. Work requiring advanced knowledge in a field of science  
 389 or learning customarily acquired by a prolonged course of  
 390 specialized intellectual instruction and study in an institution  
 391 of higher learning or a hospital, as distinguished from a  
 392 general academic education, an apprenticeship, or training in  
 393 the performance of routine mental or physical processes.

394 (b) Any employee who:

395 1. Has completed the course of specialized intellectual  
 396 instruction and study described in subparagraph (a)4. ~~4. of~~  
 397 ~~paragraph (a); and~~

398 2. Is performing related work under supervision of a  
 399 professional person to qualify to become a professional employee  
 400 as defined in paragraph (a).

401 ~~(5)(14)~~ "Collective bargaining" means the performance of  
 402 the mutual obligations of the public employer and the bargaining  
 403 agent of the employee organization to meet at reasonable times,  
 404 to negotiate in good faith, and to execute a written contract  
 405 with respect to agreements reached concerning the terms and  
 406 conditions of employment, except that neither party shall be

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407 compelled to agree to a proposal or be required to make a  
408 concession unless otherwise provided in this part.

409 ~~(14)(15)~~ "Membership dues deduction" means the practice by  
410 ~~of~~ a public employer of deducting membership dues and uniform  
411 ~~assessments~~ from the salary or wages of a public employee and.  
412 ~~Such term also means the practice of a public employer of~~  
413 transmitting the sums so deducted to an such employee  
414 organization on behalf of the public employee.

415 ~~(4)(16)~~ "Civil service" means any career, civil, or merit  
416 system used by any public employer.

417 ~~(10)(17)~~ "Good faith bargaining" ~~means shall mean~~, but is  
418 ~~not be~~ limited to, the willingness of both parties to meet at  
419 reasonable times and places, as mutually agreed upon, in order  
420 to discuss issues that which are proper subjects of bargaining,  
421 with the intent of reaching a common accord. The term includes  
422 ~~It shall include~~ an obligation for both parties to participate  
423 actively in the negotiations with an open mind and a sincere  
424 desire, as well as making a sincere effort, to resolve  
425 differences and come to an agreement. In determining whether a  
426 party failed to bargain in good faith, the commission shall  
427 consider the total conduct of the parties during negotiations as  
428 well as the specific incidents of alleged bad faith. Incidents  
429 indicative of bad faith shall include, but not be limited to,  
430 the following occurrences:

431 (a) Failure to meet at reasonable times and places with  
432 representatives of the other party for the purpose of  
433 negotiations.

434 (b) Placing unreasonable restrictions on the other party as  
435 a prerequisite to meeting.

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436 (c) Failure to discuss proper subjects of bargaining  
437 ~~bargainable issues~~.

438 (d) Refusing, upon reasonable written request, to provide  
439 public information, excluding work products as defined in s.  
440 447.605.

441 (e) Refusing to negotiate because of an unwanted person on  
442 the opposing negotiating team.

443 (f) Negotiating directly with employees rather than with  
444 their ~~certified~~ bargaining agent.

445 (g) Refusing to reduce a total agreement to writing.

446 (18) "Public safety unit" means a bargaining unit in which  
447 the majority of the public employees are employed as a law  
448 enforcement officer, correctional officer, or correctional  
449 probation officer, as those terms are defined in s. 943.10(1),  
450 (2), or (3), respectively; a firefighter as defined in s.  
451 633.102(9); a 911 public safety telecommunicator as defined in  
452 s. 401.465(1); or an emergency medical technician or a  
453 paramedic, as those terms are defined in s. 401.23.

454 (19) "Representational employee organization activities"  
455 means those activities specified in paragraphs (9)(i)-(m).

456 (20) "Showing of interest" means written statements signed  
457 and dated by public employees in a proposed or existing  
458 bargaining unit indicating the desire of the public employees  
459 either to be represented by the employee organization for  
460 purposes of collective bargaining or to no longer be represented  
461 by the bargaining agent for purposes of collective bargaining.

462 ~~(23)(18)~~ "Student representative" means the representative  
463 selected by each community college or university student  
464 government association. Each representative may be present at

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465 all negotiating sessions that take place between the appropriate  
466 public employer and ~~a an~~ exclusive bargaining agent. The  
467 representative must be enrolled as a student with at least 8  
468 credit hours in the respective community college or university  
469 during his or her term as student representative.

470 Section 6. Subsection (8) of section 447.205, Florida  
471 Statutes, is amended to read:

472 447.205 Public Employees Relations Commission.—

473 (8) The commission shall have a seal for authentication of  
474 its orders and proceedings, upon which shall be inscribed the  
475 words "State of Florida-Public Employees Relations Commission"  
476 ~~"State of Florida Employees Relations Commission"~~ and which shall  
477 be judicially noticed.

478 Section 7. Subsections (1), (4), (5), (6), and (12) of  
479 section 447.207, Florida Statutes, are amended to read:

480 447.207 Commission; powers and duties.—

481 (1) The commission shall, in accordance with chapter 120,  
482 adopt, promulgate, amend, or rescind such rules and regulations  
483 as it deems necessary and administratively feasible to carry out  
484 the provisions of this part. Any additional grants of rulemaking  
485 authority contained in this part do not limit the grant of  
486 rulemaking authority in this section.

487 (4) Any subpoena, ~~notice of hearing, or other process or~~  
488 ~~notice of the commission~~ issued under the provisions of this  
489 part ~~must either~~ shall be served ~~personally or~~ by certified  
490 mail, return receipt requested, or be served personally by any  
491 person specified by law to serve process or by any person who is  
492 not a party and who is 18 years of age or older. When certified  
493 mail is used, a returned post office receipt constitutes proof

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494 of service. When personal service is used, if the subpoena is  
495 not served by a person specified by law to serve process, an  
496 affidavit of the person making service constitutes proof of  
497 service. ~~A return made and verified by the individual making~~  
498 ~~such service and setting forth the manner of such service is~~  
499 ~~proof of service, and a returned post office receipt, when~~  
500 ~~certified mail is used, is proof of service. All process of any~~  
501 ~~court to which application may be made under the provisions of~~  
502 ~~this part shall be served in the county wherein the persons~~  
503 ~~required to be served reside or may be found.~~

504 (5) The commission shall adopt rules as to the  
505 qualifications of persons who may serve as mediators and special  
506 magistrates and shall maintain a list lists of such qualified  
507 persons who are not employees of the commission. The commission  
508 may initiate dispute resolution procedures by special  
509 magistrates, ~~pursuant to the provisions of this part.~~

510 (6) Pursuant to its established procedures, the commission  
511 shall resolve questions and controversies concerning claims for  
512 recognition as the bargaining agent for a bargaining unit,  
513 determine or approve units appropriate for purposes of  
514 collective bargaining, expeditiously process charges of unfair  
515 labor practices and violations of s. 447.505 by public  
516 employees, and resolve such other questions and controversies as  
517 it may be authorized herein to undertake. The petitioner,  
518 charging party, respondent, and any intervenors shall be the  
519 adversary parties before the commission in any adjudicatory  
520 proceeding conducted pursuant to this part. Any commission  
521 statement of general applicability that implements, interprets,  
522 or prescribes law or policy, made in the course of adjudicating

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523 a case pursuant to s. 447.307 or s. 447.503 shall not constitute  
524 a rule within the meaning of s. 120.52.

525 (12) Upon a petition by a public employer after it has been  
526 notified by the Department of Labor that the public employer's  
527 protective arrangement covering mass transit employees does not  
528 meet the requirements of 49 U.S.C. s. 5333(b) and would  
529 jeopardize the public employer's continued eligibility to  
530 receive Federal Transit Administration funding, the commission  
531 may waive the application of this part, but only to the extent  
532 necessary for the public employer to comply with the  
533 requirements of 49 U.S.C. s. 5333(b), ~~any of the following for~~  
534 ~~an employee organization that has been certified as a bargaining~~  
535 ~~agent to represent mass transit employees:~~

536 ~~(a) The prohibition on dues and assessment deductions~~  
537 ~~provided in s. 447.303(1) as it applies to a mass transit~~  
538 ~~employee who has provided a copy of his or her membership~~  
539 ~~authorization form to the employer as part of the authorization~~  
540 ~~of dues deduction under a waiver.~~

541 ~~(b) The requirement to petition the commission for~~  
542 ~~recertification.~~

543 ~~(c) The revocation of certification provided in s.~~  
544 ~~447.305(6) and (7).~~

545 Section 8. Paragraph (b) of subsection (1) and subsection  
546 (2) of section 447.301, Florida Statutes, are amended to read:  
547 447.301 Public employees' rights; organization and  
548 representation.—

549 (1)

550 (b)1. A public employee who desires to be a member of an  
551 employee organization must sign and date a membership

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552 authorization form, as prescribed by the commission, and submit  
553 the executed form to the bargaining agent.

554 2. The membership authorization form must identify the name  
555 of the bargaining agent; the name of the employee; the class  
556 code and class title of the employee; the name of the public  
557 employer and employing agency, if applicable; the amount of the  
558 membership initiation fee and of the monthly dues which the  
559 public employee member must pay; and the names name and amounts  
560 total amount of salary, allowances, and other direct or indirect  
561 disbursements, including reimbursements, paid to each of the  
562 five highest compensated officers and employees of the employee  
563 organization disclosed under s. 447.305(2) (d) for the officers  
564 and employees receiving the five highest total dollar amounts.

565 3. The membership authorization form must contain the  
566 following statement in 14-point type:

567  
568 As a public employee in the State of Florida, is a right-to-work  
569 state- membership or nonmembership non-membership in a labor  
570 union is not required as a condition of employment, and Union  
571 membership and payment of membership union dues and assessments  
572 are voluntary. A public employee's Each person has the right to  
573 join and pay membership dues to a labor union or to refrain from  
574 joining and paying membership dues to a labor union is protected  
575 by both Florida's right-to-work law and the First Amendment of  
576 the United States Constitution. A public employer may not  
577 discriminate against a public No employee may be discriminated  
578 against in any manner for joining and financially supporting, a  
579 labor union or for refusing to join and or financially support,  
580 a labor union.

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582 4. A public employee may revoke membership in the employee  
 583 organization at any time ~~of the year~~. Within 30 days after ~~Upon~~  
 584 receipt of the public employee's written revocation of  
 585 membership, the employee organization must revoke ~~the a~~ public  
 586 employee's membership and cease collection of membership dues  
 587 for such public employee. The employee organization may not  
 588 limit a public ~~an~~ employee's right to revoke membership to  
 589 certain dates. If a public employee must complete a form to  
 590 revoke membership in the employee organization, the form may not  
 591 require a reason for the public employee's decision to revoke  
 592 his or her membership.

593 5. An employee organization must retain for inspection by  
 594 the commission such membership authorization forms and any  
 595 revocations.

596 6. This paragraph does not apply to public employees in  
 597 public safety units ~~members of a bargaining unit the majority of~~  
 598 ~~whose employees eligible for representation are employed as law~~  
 599 ~~enforcement officers, correctional officers, or correctional~~  
 600 ~~probation officers as those terms are defined in s. 943.10(1),~~  
 601 ~~(2), or (3), respectively; firefighters as defined in s.~~  
 602 ~~633.102; 911 public safety telecommunicators as defined in s.~~  
 603 ~~401.465(1)(a); or emergency medical technicians or paramedics as~~  
 604 ~~defined in s. 401.23.~~

605 7. The commission may adopt rules to implement this  
 606 paragraph.

607 (2) Public employees ~~shall~~ have the right to be represented  
 608 by any employee organization of their own choosing and to  
 609 negotiate collectively, through a certified bargaining agent,

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611 with their public employer in the determination of the terms and  
 612 conditions of their employment. Public employees ~~shall~~ have the  
 613 right to be represented in the determination of grievances on  
 614 all terms and conditions of their employment. Public employees  
 615 ~~shall~~ have the right to refrain from exercising the right to be  
 616 represented.

617 Section 9. Subsections (1) and (2) of section 447.303,  
 618 Florida Statutes, are amended to read:

619 447.303 Membership dues; deduction and collection.—

620 (1) Except as authorized in subsection (2) or subject to a  
 621 waiver of the prohibition on membership dues deduction granted  
 622 pursuant to s. 447.207(12), a public employer may not engage in  
 623 membership dues deduction on behalf of ~~s. 447.207(12)(a)~~, an  
 624 employee organization that has been certified as a bargaining  
 625 agent may not have its dues and uniform assessments deducted and  
 626 collected by the employer from the salaries of those employees  
 627 in the unit. A public employee may pay dues and uniform  
 628 assessments directly to the employee organization that has been  
 629 certified as the bargaining agent.

630 (2) (a) Upon the written authorization of a public employee  
 631 in a public safety unit, the public employer must engage in  
 632 membership dues deduction for such public employee. A public  
 633 employee may revoke his or her authorization for membership dues  
 634 deduction upon providing 30 days' written notice to the public  
 635 employer and bargaining agent ~~An employee organization that has~~  
 636 ~~been certified as a bargaining agent to represent a bargaining~~  
 637 ~~unit the majority of whose employees eligible for representation~~  
 638 ~~are employed as law enforcement officers, correctional officers,~~  
 639 ~~or correctional probation officers as those terms are defined in~~

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639 ~~s. 943.10(1), (2), or (3), respectively; firefighters as defined~~  
 640 ~~in s. 633.102; 911 public safety telecommunicators as defined in~~  
 641 ~~s. 401.465(1)(a); or emergency medical technicians or paramedics~~  
 642 ~~as defined in s. 401.23 has the right to have its dues and~~  
 643 ~~uniform assessments for that bargaining unit deducted and~~  
 644 ~~collected by the employer from the salaries of those employees~~  
 645 ~~who authorize the deduction and collection of said dues and~~  
 646 ~~uniform assessments. However, such authorization is revocable at~~  
 647 ~~the employee's request upon 30 days' written notice to the~~  
 648 ~~employer and employee organization. Said deductions shall~~  
 649 ~~commence upon the bargaining agent's written request to the~~  
 650 ~~employer.~~

651 (b) Reasonable costs to the public employer of engaging in  
 652 membership dues ~~said deductions~~ is a proper subject of  
 653 collective bargaining.

654 (c) The requirement to engage in membership dues deductions  
 655 ~~Such right to deduction, unless revoked under s. 447.507, is in~~  
 656 ~~force as for so long as the employee organization remains the~~  
 657 ~~certified bargaining agent remains certified to represent for~~  
 658 ~~the public employees in the bargaining unit.~~

659 Section 10. Section 447.305, Florida Statutes, is amended  
 660 to read:

661 447.305 Registration of employee organizations  
 662 ~~organization.~~

663 (1) Every employee organization seeking to become a  
 664 ~~certified~~ bargaining agent for public employees shall register  
 665 with the commission before ~~pursuant to the procedures set forth~~  
 666 ~~in s. 120.60 prior to requesting recognition by a public~~  
 667 ~~employer for purposes of collective bargaining and prior to~~

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668 submitting a certification, recertification, or unit  
 669 clarification petition to the commission requesting  
 670 certification as an ~~exclusive bargaining agent~~. Further, If an  
 671 ~~such~~ employee organization is not registered, it may not  
 672 participate in a certification, recertification, or unit  
 673 clarification ~~representation~~ hearing; or participate in a  
 674 certification or recertification ~~representation~~ election; or be  
 675 certified as a ~~an~~ exclusive bargaining agent. The application  
 676 for registration required by this section must ~~shall~~ be under  
 677 oath, and in such form as the commission may prescribe, and  
 678 shall include all of the following:

679 (a) The name and address of the organization and ~~of~~ any  
 680 parent organization or affiliate of the employee organization  
 681 ~~with which it is affiliated.~~

682 (b) The names and addresses of the principal officers and  
 683 all representatives of the organization.

684 (c) The amount ~~of the initiation fee and the amount~~ and  
 685 collection frequency of the membership dues ~~and uniform~~  
 686 ~~assessments~~ that a member of the organization must pay.

687 (d) The current annual financial statement of the  
 688 organization, prepared by an independent certified public  
 689 accountant licensed under chapter 473.

690 (e) The name of its business agent, if any; if different  
 691 from the business agent, the name of its local agent for service  
 692 of process; and the addresses where such person or persons can  
 693 be reached.

694 (f) A pledge, in a form prescribed by the commission, that  
 695 the employee organization will conform to the laws of this ~~the~~  
 696 state and that it will accept members without regard to age,

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697 race, sex, religion, or national origin.

698 (g) A copy of the current constitution and bylaws of the  
699 employee organization.

700 (h) A copy of the current constitution and bylaws of the  
701 state and national groups with which the employee organization  
702 is affiliated or associated. In lieu of this provision, and upon  
703 adoption of a rule by the commission, a state or national  
704 affiliate or parent organization of any registering employee  
705 ~~labor~~ organization may annually submit a copy of its current  
706 constitution and bylaws.

707 (2) A registration granted to an employee organization  
708 pursuant to this section runs for 1 year after ~~from~~ the date of  
709 issuance. A registration must be renewed annually by filing an  
710 application for renewal under oath with the commission, which  
711 application must reflect any changes in the information provided  
712 to the commission in conjunction with the employee  
713 organization's preceding application for registration or  
714 previous renewal, whichever is applicable. Each application for  
715 renewal of registration must include a current annual financial  
716 statement, prepared by an independent certified public  
717 accountant licensed under chapter 473 and signed by the employee  
718 organization's president and treasurer or corresponding  
719 principal officers, containing the following information in such  
720 detail as may be necessary to accurately ~~to~~ disclose its  
721 financial condition and operations for its preceding fiscal year  
722 and in all of the following ~~such~~ categories as prescribed by the  
723 commission ~~may prescribe~~:

724 (a) Assets and liabilities at the beginning and end of the  
725 fiscal year.~~+~~

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726 (b) Receipts of any kind and the sources thereof.~~+~~

727 (c) Disbursements by category.~~+~~

728 (d) Salary, wages, fringe benefits, allowances, and other  
729 direct or indirect disbursements, including reimbursed expenses,  
730 paid or accruing to each of its officers ~~officer~~ and also to  
731 each of its employees ~~employee~~ who, during such fiscal year,  
732 received more than \$10,000 in the aggregate from such employee  
733 organization and any parent organization of the ~~other~~ employee  
734 organization or any affiliate of either the employee  
735 organization or the parent organization. This paragraph requires  
736 reporting of any reimbursements paid by the employee  
737 organization to a public employer for moneys paid by the public  
738 employer to the employee organization's officers or employees.  
739 affiliated with it or with which it is affiliated or which is  
740 affiliated with the same national or international employee  
741 organization.

742 (e) Direct and indirect loans made to any of its officers  
743 officer, employees ~~employee~~, or members ~~member~~ which aggregated  
744 more than \$250 during the fiscal year, together with a statement  
745 of the purpose, security, if any, and arrangements for  
746 repayment.~~+~~ ~~and~~

747 (f) Direct and indirect loans to any business enterprise,  
748 together with a statement of the purpose, security, if any, and  
749 arrangements for repayment.

750 (g) The amount of membership dues retained by or  
751 distributed to the employee organization, any parent  
752 organization of the employee organization, and any affiliate of  
753 either the employee organization or the parent organization.

754 (3) As part of its application for renewal of registration,

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755 ~~a~~ In addition to subsection (2), an employee organization that  
 756 ~~has been certified as the bargaining agent for public employees~~  
 757 ~~must include all of for each such certified bargaining unit the~~  
 758 ~~following additional information and verification documentation~~  
 759 ~~as of the 30th day immediately preceding the date upon which its~~  
 760 ~~current registration is scheduled to end for any renewal of~~  
 761 ~~registration on or after October 1, 2023:~~

762 (a) For each bargaining unit for which the bargaining agent  
 763 is certified, the certification number assigned to the  
 764 bargaining unit by the commission.

765 (b)(a) For each certification, the number of public  
 766 employees in the bargaining unit who are eligible for  
 767 representation by the employee organization.

768 (c) For each certification, the number of public employees  
 769 in the bargaining unit who paid full membership dues sufficient  
 770 to maintain membership in good standing in the bargaining agent.

771 (d)(b) For each certification, the number of public  
 772 employees in the bargaining unit who have submitted signed  
 773 membership authorization forms without a subsequent revocation  
 774 of such membership.

775 ~~(e) The number of employees in the bargaining unit who paid~~  
 776 ~~dues to the employee organization.~~

777 ~~(d) The number of employees in the bargaining unit who did~~  
 778 ~~not pay dues to the employee organization.~~

779 ~~(e) Verification Documentation provided by an independent~~  
 780 ~~certified public accountant of retained by the employee~~  
 781 ~~organization which verifies the information provided in~~  
 782 ~~paragraphs (b), (c), and (d) (a) (d).~~

783 (4) Within 30 days after filing an application for renewal

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784 of registration with the commission, the employee organization  
 785 must provide a copy of its application for renewal of  
 786 registration relating to a public employer's employees to the  
 787 public employer and public employees of each bargaining unit for  
 788 which the employee organization is the bargaining agent on the  
 789 same day the application is submitted to the commission.

790 ~~(5) An application for renewal of registration is~~  
 791 ~~incomplete and is not eligible for consideration by The~~  
 792 ~~commission must notify the bargaining agent if it does not~~  
 793 ~~include all of the information or verification and documentation~~  
 794 ~~required in subsection (3) is incomplete. The bargaining agent~~  
 795 ~~must provide the missing information or verification to the~~  
 796 ~~commission within 30 days after such notification. If the~~  
 797 ~~bargaining agent fails to provide the missing information or~~  
 798 ~~verification within 30 days after notification, the commission~~  
 799 ~~must dismiss the application The commission shall notify the~~  
 800 ~~employee organization if the application is incomplete. An~~  
 801 ~~incomplete application must be dismissed if the required~~  
 802 ~~information and documentation are not provided within 10 days~~  
 803 ~~after the employee organization receives such notice.~~

804 (6) The commission must notify the bargaining agent when  
 805 the information and verification required in subsection (3) is  
 806 complete. Within 30 days after such notification, the bargaining  
 807 agent must petition for recertification pursuant to s. 447.307  
 808 for each of its bargaining units Notwithstanding the provisions  
 809 of this chapter relating to collective bargaining, an employee  
 810 organization certified as a bargaining agent to represent a  
 811 bargaining unit for which less than 60 percent of the public  
 812 unit employees in the bargaining unit have submitted membership

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813 authorization forms without subsequent revocation and paid  
 814 membership dues to the organization, as reported under  
 815 subsection (3) during its last registration period must petition  
 816 ~~the commission pursuant to s. 447.307(2) and (3) for~~  
 817 ~~recertification as the exclusive representative of all employees~~  
 818 ~~in the bargaining unit within 30 days after the date on which~~  
 819 ~~the employee organization applies for renewal of registration~~  
 820 ~~pursuant to subsection (2). The certification of an employee~~  
 821 ~~organization that does not comply with this section is revoked.~~

822 (7) If a The public employer or a public employee of a  
 823 bargaining unit represented by a bargaining agent believes that  
 824 the bargaining agent's employee may challenge an employee  
 825 organization's application for renewal of registration is  
 826 materially inaccurate, if the public employer or public  
 827 bargaining unit employee may challenge believes that the  
 828 application as materially is inaccurate during the pendency of  
 829 the application or, if the registration renewal has been  
 830 granted, before the date upon which the bargaining agent's  
 831 current registration is scheduled to end. If a challenge is  
 832 filed, the commission or one of its designated agents must  
 833 conduct an investigation pursuant to subsection (8) shall review  
 834 the application to determine its accuracy and compliance with  
 835 this section. If the commission finds that the application is  
 836 inaccurate or does not comply with this section, the commission  
 837 shall revoke the registration and certification of the employee  
 838 organization.

839 (8) The commission or one of its designated agents may  
 840 conduct an investigation to confirm the validity of any  
 841 information submitted pursuant to this section. The commission

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842 may revoke or deny an employee organization's registration or  
 843 certification if it finds that the employee organization:

844 (a) Failed to cooperate with the investigation conducted  
 845 pursuant to this subsection, including refusal to permit the  
 846 commission or one of its designated agents to inspect membership  
 847 authorization forms or revocations pursuant to s.  
 848 447.301(1)(b)5.; or

849 (b) Intentionally misrepresented the information it  
 850 submitted pursuant to this section.

851  
 852 ~~A decision issued by the commission pursuant to this subsection~~  
 853 ~~is a final agency action that is reviewable pursuant to s.~~  
 854 ~~447.504.~~

855 (9) An employee organization is exempt from the  
 856 requirements of subsections (3)-(8) and (12) for each public  
 857 safety unit it represents only with respect to the circumstances  
 858 of each bargaining unit the majority of whose employees eligible  
 859 for representation are employed as law enforcement officers,  
 860 correctional officers, or correctional probation officers as  
 861 those terms are defined in s. 943.10(1), (2), or (3),  
 862 respectively; firefighters as defined in s. 633.102; 911 public  
 863 safety telecommunicators as defined in s. 401.465(1)(a); or  
 864 emergency medical technicians or paramedics as defined in s.  
 865 401.23.

866 (10) A registration fee must ~~shall~~ accompany each  
 867 application for registration or renewal of registration filed  
 868 with the commission. The registration fee may amount charged for  
 869 ~~an application for registration or renewal of registration shall~~  
 870 not exceed \$15. All such money collected by the commission shall

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871 be deposited in the General Revenue Fund.

872 (11) Every employee organization shall keep accurate  
873 accounts of its income and expenses, which accounts ~~must shall~~  
874 be open for inspection at a all reasonable time and place times  
875 ~~by any member of the organization or by~~ the commission or a  
876 public employee in a bargaining unit for which the employee  
877 organization is the bargaining agent. ~~In addition, each employee~~  
878 ~~organization that has been certified as a bargaining agent must~~  
879 ~~provide to its members an annual financial report prepared by an~~  
880 ~~independent certified public accountant licensed under chapter~~  
881 ~~473 that includes a detailed breakdown of revenues and~~  
882 ~~expenditures in such categories as the commission may prescribe,~~  
883 ~~and an accounting of membership dues and assessments. The~~  
884 ~~employee organization must notify its members annually of all~~  
885 ~~costs of membership.~~

886 (12) The certification of an employee organization that  
887 does not comply with this section is revoked. An employee  
888 organization that has its certification revoked under this  
889 subsection may not file a petition for certification under s.  
890 447.307 which covers any of the public employees in the  
891 bargaining unit described in the revoked certification for at  
892 least 12 months after the date the certification was revoked.

893 (13) A decision issued by the commission under this section  
894 which revokes a certification, revokes a registration, or  
895 grants, denies, or dismisses an application for registration or  
896 renewal of registration is a final agency action that is  
897 reviewable pursuant to s. 447.504.

898 Section 11. Section 447.307, Florida Statutes, is amended  
899 to read:

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900 447.307 Certification and recertification of employee  
901 ~~organizations organization.~~

902 (1) (a) An Any employee organization seeking certification  
903 or recertification as a bargaining agent must file a petition  
904 with the commission accompanied by a showing of interest from at  
905 least 30 percent of the public employees in the proposed or  
906 existing bargaining unit. The showing of interest statements  
907 must be signed and dated by the public employees not more than  
908 12 months before the filing of the petition which is designated  
909 or selected by a majority of public employees in an appropriate  
910 unit as their representative for purposes of collective  
911 bargaining shall request recognition by the public employer. The  
912 public employer shall, if satisfied as to the majority status of  
913 the employee organization and the appropriateness of the  
914 proposed unit, recognize the employee organization as the  
915 collective bargaining representative of employees in the  
916 designated unit. Upon recognition by a public employer, the  
917 employee organization shall immediately petition the commission  
918 for certification. The commission shall review only the  
919 appropriateness of the unit proposed by the employee  
920 organization. If the unit is appropriate according to the  
921 criteria used in this part, the commission shall immediately  
922 certify the employee organization as the exclusive  
923 representative of all employees in the unit. If the unit is  
924 inappropriate according to the criteria used in this part, the  
925 commission may dismiss the petition.

926 ~~(b) Whenever a public employer recognizes an employee~~  
927 ~~organization on the basis of majority status and on the basis of~~  
928 ~~appropriateness in accordance with subparagraph (4)(f)5., the~~

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929 ~~commission shall, in the absence of inclusion of a prohibited~~  
 930 ~~category of employees or violation of s. 447.501, certify the~~  
 931 ~~proposed unit.~~

932 ~~(b)(2) A If the public employer refuses to recognize the~~  
 933 ~~employee organization, the employee organization may file a~~  
 934 ~~petition with the commission for certification as the bargaining~~  
 935 ~~agent for a proposed bargaining unit. The petition shall be~~  
 936 ~~accompanied by dated statements signed by at least 30 percent of~~  
 937 ~~the employees in the proposed unit, indicating that such~~  
 938 ~~employees desire to be represented for purposes of collective~~  
 939 ~~bargaining by the petitioning employee organization. Once a~~  
 940 ~~petition for certification has been filed by an employee~~  
 941 ~~organization, any registered employee organization desiring~~  
 942 ~~placement on the ballot in any certification or recertification~~  
 943 ~~election to be conducted pursuant to this section may be~~  
 944 ~~permitted by the commission to intervene in the proceeding upon~~  
 945 ~~a motion accompanied by a showing of interest from dated~~  
 946 ~~statements signed by at least 10 percent of the public employees~~  
 947 ~~in the proposed or existing bargaining unit, indicating that~~  
 948 ~~such employees desire to be represented for the purposes of~~  
 949 ~~collective bargaining by the moving employee organization. The~~  
 950 ~~showing of interest petitions and dated statements must be~~  
 951 ~~signed and dated by the public employees not more than 12 months~~  
 952 ~~before the filing of the petition.~~

953 ~~(c) The showing of interest is are confidential and exempt~~  
 954 ~~from the provisions of s. 119.07(1), except that any public~~  
 955 ~~employee, public employer, or employee organization having~~  
 956 ~~sufficient reason to believe that the showing of interest was~~  
 957 ~~any of the employee signatures were obtained by collusion,~~

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958 coercion, intimidation, or misrepresentation or is are otherwise  
 959 invalid shall be given a reasonable opportunity to verify and  
 960 challenge the showing of interest signatures appearing on the  
 961 petition.

962 (d) Notwithstanding paragraph (b), if any employees in the  
 963 proposed unit are represented by a bargaining agent other than  
 964 the petitioning employee organization, such bargaining agent  
 965 will be automatically added as a party to the case and may  
 966 appear on the ballot without being required to file a motion to  
 967 intervene or a showing of interest.

968 (2) (a) A certification petition may not be filed regarding  
 969 any proposed or existing bargaining unit within 12 months after  
 970 the date the commission issues an order that verifies the  
 971 results of a certification, recertification, or decertification  
 972 election covering any of the public employees in the proposed or  
 973 existing bargaining unit.

974 (b) If a valid collective bargaining agreement covering any  
 975 of the public employees in a proposed or existing bargaining  
 976 unit is in effect, a certification petition may only be filed  
 977 with the commission at least 90 but not more than 150 days  
 978 immediately preceding the expiration date of the collective  
 979 bargaining agreement, or at any time subsequent to such  
 980 agreement's expiration date but before the effective date of a  
 981 new collective bargaining agreement. The effective date of a  
 982 collective bargaining agreement is the date of ratification of  
 983 such agreement by both parties if such agreement becomes  
 984 effective immediately or retroactively, or the collective  
 985 bargaining agreement's actual effective date if such agreement  
 986 becomes effective after its ratification date.

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987 (3)(a) The commission or one of its designated agents shall  
 988 investigate a certification or recertification ~~the~~ petition to  
 989 determine its sufficiency; ~~if it has reasonable cause to believe~~  
 990 ~~that the petition is sufficient, the commission shall provide~~  
 991 ~~for an appropriate hearing upon due notice. Such a hearing may~~  
 992 ~~be conducted by an agent of the commission.~~ If the commission  
 993 finds that the petition ~~is to be~~ insufficient, the commission  
 994 ~~must it may~~ dismiss the petition. If the commission finds ~~upon~~  
 995 ~~the record of the hearing~~ that the petition is sufficient, the  
 996 ~~commission must it shall immediately:~~

997 (a)1- Define the proposed or existing bargaining unit and  
 998 determine which public employees are ~~shall be~~ qualified and  
 999 entitled to vote at any election held by the commission. Upon  
 1000 providing due notice, the commission may provide for a hearing.

1001 (b)2- Identify the public employer or employers for  
 1002 purposes of collective bargaining ~~with the bargaining agent.~~

1003 (c)3- Order an election by secret ballot, the cost of said  
 1004 election and any required runoff election to be borne equally by  
 1005 the parties, except as the commission may provide by rule. The  
 1006 commission's order assessing costs of an election may be  
 1007 enforced pursuant to ~~the provisions of~~ this part.

1008 (4)(a) Except as provided in paragraph (b), elections are  
 1009 determined as follows for all certification or recertification  
 1010 petitions filed on or after July 1, 2026:

1011 1.(b) ~~If when~~ an employee organization is selected by a  
 1012 majority vote of the public employees who are in the bargaining  
 1013 unit as of the date set by the commission ~~voting in an election,~~  
 1014 the commission shall certify or recertify the employee  
 1015 organization as the exclusive collective bargaining agent for

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1016 ~~the public representative of all~~ employees in the unit.

1017 2. A runoff election shall be held according to rules  
 1018 adopted by the commission if, in the election conducted under  
 1019 subparagraph 1., there was more than one employee organization  
 1020 on the ballot, a majority of the public employees who are in the  
 1021 bargaining unit as of the date set by the commission voted in  
 1022 the election, and none of the choices on the ballot received a  
 1023 majority vote of the public employees who are in the bargaining  
 1024 unit as of the date set by the commission.

1025 (b) Certification elections involving public safety units  
 1026 are determined as follows:

1027 1. If an employee organization is selected by a majority  
 1028 vote of the public employees voting in the election, the  
 1029 commission shall certify the employee organization as the  
 1030 bargaining agent for the public employees in the bargaining  
 1031 unit.

1032 2. A runoff election shall be held according to rules  
 1033 adopted by the commission if, in the election conducted under  
 1034 subparagraph 1., there was more than one employee organization  
 1035 on the ballot and none of the choices on the ballot received a  
 1036 majority vote of the public employees voting in the election.

1037 (c) Certification, recertification, or revocation under  
 1038 this section is effective upon the issuance of a ~~the~~ final order  
 1039 by the commission or, if the final order is appealed, at the  
 1040 time the appeal is exhausted or any stay is vacated by the  
 1041 commission or a ~~the~~ court.

1042 ~~(c) In any election in which none of the choices on the~~  
 1043 ~~ballot receives the vote of a majority of the employees voting,~~  
 1044 ~~a runoff election shall be held according to rules promulgated~~

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1045 ~~by the commission.~~

1046 ~~(d) No petition may be filed seeking an election in any~~  
 1047 ~~proposed or existing appropriate bargaining unit to determine~~  
 1048 ~~the exclusive bargaining agent within 12 months after the date~~  
 1049 ~~of a commission order verifying a representation election or, if~~  
 1050 ~~an employee organization prevails, within 12 months after the~~  
 1051 ~~date of an effective certification covering any of the employees~~  
 1052 ~~in the proposed or existing bargaining unit. Furthermore, if a~~  
 1053 ~~valid collective bargaining agreement covering any of the~~  
 1054 ~~employees in a proposed unit is in effect, a petition for~~  
 1055 ~~certification may be filed with the commission only during the~~  
 1056 ~~period extending from 150 days to 90 days immediately preceding~~  
 1057 ~~the expiration date of that agreement, or at any time subsequent~~  
 1058 ~~to its expiration date but prior to the effective date of any~~  
 1059 ~~new agreement. The effective date of a collective bargaining~~  
 1060 ~~agreement means the date of ratification by both parties, if the~~  
 1061 ~~agreement becomes effective immediately or retroactively; or its~~  
 1062 ~~actual effective date, if the agreement becomes effective after~~  
 1063 ~~its ratification date.~~

1064 (5)(4) In defining a proposed bargaining unit, the  
 1065 commission shall take into consideration:

- 1066 (a) The principles of efficient administration of  
 1067 government.
- 1068 (b) The number of employee organizations with which the  
 1069 employer might have to negotiate.
- 1070 (c) The compatibility of the unit with the joint  
 1071 responsibilities of the public employer and public employees to  
 1072 represent the public.
- 1073 (d) The power of the officials of government at the level

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1074 of the unit to agree, or make effective recommendations to  
 1075 another administrative authority or to a legislative body, with  
 1076 respect to matters of employment upon which the employee desires  
 1077 to negotiate.

1078 (e) The organizational structure of the public employer.

1079 (f) Community of interest among the employees to be  
 1080 included in the unit, considering:

1081 1. The manner in which wages and other terms of employment  
 1082 are determined.

1083 2. The method by which jobs and salary classifications are  
 1084 determined.

1085 3. The interdependence of jobs and interchange of  
 1086 employees.

1087 4. The desires of the employees.

1088 5. The history of employee relations within the  
 1089 organization of the public employer concerning organization and  
 1090 negotiation and the interest of the employees and the employer  
 1091 in the continuation of a traditional, workable, and accepted  
 1092 negotiation relationship.

1093 (g) The statutory authority of the public employer to  
 1094 administer a classification and pay plan.

1095 (h) Such other factors and policies as the commission may  
 1096 deem appropriate.

1097

1098 However, a bargaining ~~no~~ unit may not ~~shall~~ be established or  
 1099 approved for purposes of collective bargaining which includes  
 1100 both professional and nonprofessional employees unless a  
 1101 majority of each group votes for inclusion in such bargaining  
 1102 unit.

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1103 Section 12. Section 447.3076, Florida Statutes, is created  
1104 to read:

1105 447.3076 Clarification of bargaining units.—

1106 (1) A petition to clarify the composition of a bargaining  
1107 unit may be filed with the commission when significant changes  
1108 in statutory law or case law require clarification of the  
1109 bargaining unit or when a classification was:

1110 (a) Created or substantially changed after the unit was  
1111 initially defined by the commission;

1112 (b) Retitled with no substantial change in job duties; or

1113 (c) Included or excluded through inadvertence or  
1114 misunderstanding by the commission.

1115 (2) A bargaining unit clarification petition may be filed  
1116 by the bargaining agent for the bargaining unit or by the public  
1117 employer of the public employees in the unit.

1118 (3) A copy of the petition must be served on the public  
1119 employer and any bargaining agent that is certified to represent  
1120 any employee or classification which may be substantially  
1121 affected by the proposed bargaining unit clarification.

1122 (4) If any substantially affected employees are not  
1123 represented by a bargaining agent, the public employer must  
1124 provide a copy of the petition to those employees within 10 days  
1125 after the filing of the petition.

1126 (5) When the clarification of a bargaining unit would  
1127 result in an increase in the size of the bargaining unit by more  
1128 than 25 percent, the unit clarification petition raises a  
1129 question concerning representation and must be dismissed.

1130 Section 13. Section 447.308, Florida Statutes, is amended  
1131 to read:

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1132 447.308 Decertification ~~Revocation of certification of~~  
1133 ~~employee organizations~~ organization.—

1134 (1) A public ~~Any~~ employee or group of public employees that  
1135 ~~which~~ no longer desires to be represented by a ~~the certified~~  
1136 bargaining agent may file with the commission a petition to  
1137 decertify the bargaining agent ~~revoke certification~~. The  
1138 petition ~~must shall~~ be accompanied by a showing of interest from  
1139 ~~dated statements signed by~~ at least 30 percent of the public  
1140 employees in the bargaining unit, ~~indicating that such employees~~  
1141 ~~no longer desire to be represented for purposes of collective~~  
1142 ~~bargaining by the certified bargaining agent. The time of filing~~  
1143 ~~said petition shall be governed by the provisions of s.~~  
1144 447.307(3)(d) relating to petitions for certification. The  
1145 showing of interest statements must be signed and dated by the  
1146 public employees not more than 12 months before the filing of  
1147 the petition. Any employee, employer, or employee organization  
1148 having sufficient reason to believe that the showing of interest  
1149 was any of the employee signatures were obtained by collusion,  
1150 coercion, intimidation, or misrepresentation or is are otherwise  
1151 invalid shall be given a reasonable opportunity to verify and  
1152 challenge the showing of interest signatures appearing on the  
1153 petition.

1154 (2) (a) A decertification petition may not be filed  
1155 regarding the bargaining unit within 12 months after the date  
1156 the commission issues an order that verifies the results of a  
1157 certification, recertification, or decertification election  
1158 covering any of the public employees in the unit.

1159 (b) If a valid collective bargaining agreement covering any  
1160 of the public employees in the bargaining unit is in effect, a

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1161 decertification petition may only be filed with the commission  
 1162 at least 90 but not more than 150 days immediately preceding the  
 1163 expiration date of the collective bargaining agreement, or at  
 1164 any time after such agreement's expiration date but before the  
 1165 effective date of a new collective bargaining agreement. The  
 1166 effective date of a collective bargaining agreement is the date  
 1167 of ratification of such agreement by both parties if such  
 1168 agreement becomes effective immediately or retroactively, or the  
 1169 collective bargaining agreement's actual effective date if such  
 1170 agreement becomes effective after its ratification date.

1171 (3) The commission or one of its designated agents shall  
 1172 investigate the decertification petition to determine its  
 1173 sufficiency. If the commission finds that the petition is to be  
 1174 insufficient, the commission must it may dismiss the petition.  
 1175 If the commission finds that the petition is sufficient, the  
 1176 commission must it shall immediately:

1177 (a) Identify the bargaining unit and determine which public  
 1178 employees shall be qualified and entitled to vote in the  
 1179 election held by the commission.

1180 (b) Identify the public employer or employers of the  
 1181 bargaining unit.

1182 (c) Order an election by secret ballot, the cost of said  
 1183 election to be borne equally by the parties, except as the  
 1184 commission may provide by rule. The commission's order assessing  
 1185 costs of an election may be enforced pursuant to the provisions  
 1186 of this part.

1187 (4) (a) Except as provided in paragraph (b), elections are  
 1188 determined as follows for all decertification petitions filed on  
 1189 or after July 1, 2026:

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1190 1. If decertification of the bargaining agent is selected  
 1191 by a majority vote of the public employees who are in the  
 1192 bargaining unit as of the date set by the commission, the  
 1193 commission shall revoke the bargaining agent's certification for  
 1194 that bargaining unit.

1195 2. If decertification is not selected by a majority vote of  
 1196 the public employees who are in the bargaining unit as of the  
 1197 date set by the commission, the bargaining agent shall retain  
 1198 its certification for that bargaining unit.

1199 (b) Decertification elections involving public safety units  
 1200 are determined as follows:

1201 1. ~~(2)~~ If decertification is selected by a majority vote of  
 1202 the public employees voting in the such election vote against  
 1203 the continuation of representation by the certified bargaining  
 1204 agent, the commission shall revoke the certification of the  
 1205 employee organization as the exclusive bargaining agent's  
 1206 certification for that agent for the employees in the bargaining  
 1207 unit shall be revoked.

1208 2. ~~(3)~~ If decertification is not selected by a majority vote  
 1209 of the public employees voting in the such election do not vote  
 1210 against the continuation of representation by the certified  
 1211 bargaining agent, the bargaining agent shall retain its  
 1212 certification for that bargaining of the employee organization  
 1213 as the exclusive bargaining agent for the employees in the unit  
 1214 shall be retained by the organization.

1215 (c) Revocation under this section is effective upon the  
 1216 issuance of a final order by the commission or, if the final  
 1217 order is appealed, at the time the appeal is exhausted or any  
 1218 stay is vacated by the commission or a court.

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1219 Section 14. Section 447.309, Florida Statutes, is amended  
1220 to read:

1221 447.309 Collective bargaining; approval or rejection.—

1222 (1) After an employee organization has been certified as  
1223 the bargaining agent of a bargaining unit pursuant to ~~the~~  
1224 ~~provisions of this part~~, the bargaining agent ~~for the~~  
1225 ~~organization~~ and the chief executive officer of the appropriate  
1226 public employer or employers, jointly, shall bargain  
1227 collectively in the determination of the wages, hours, and terms  
1228 and conditions of employment of the public employees within the  
1229 bargaining unit. The chief executive officer or his or her  
1230 representative and the bargaining agent or its representative  
1231 shall meet at reasonable times and bargain in good faith. In  
1232 conducting negotiations with the bargaining agent, the chief  
1233 executive officer or his or her representative shall consult  
1234 with, and attempt to represent the views of, the legislative  
1235 body of the public employer. Any collective bargaining agreement  
1236 reached by the negotiators shall be reduced to writing, and such  
1237 agreement shall be signed by the chief executive officer and the  
1238 bargaining agent. Any agreement signed by the chief executive  
1239 officer and the bargaining agent is ~~shall not be~~ binding on the  
1240 public employer until such agreement has been ratified by the  
1241 public employer and ~~the~~ by public employees in who are members  
1242 of the bargaining unit, subject to subsection ~~the provisions of~~  
1243 ~~subsections (2) and (3)~~. However, with respect to statewide  
1244 bargaining units, any agreement signed by the Governor and the  
1245 bargaining agent for such a bargaining unit ~~is~~ ~~shall not be~~  
1246 binding until approved by the public employees in who are  
1247 ~~members of the bargaining unit~~, subject to subsection ~~the~~

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1248 ~~provisions of subsections (2) and (3)~~.

1249 (2) (a) Upon execution of the collective bargaining  
1250 agreement, the chief executive shall, in his or her annual  
1251 budget request or by other appropriate means, request the  
1252 legislative body to appropriate such amounts as shall be  
1253 sufficient to fund the provisions of the collective bargaining  
1254 agreement.

1255 (b) If the state is a party to a collective bargaining  
1256 agreement in which less than the requested amount is  
1257 appropriated by the Legislature, the collective bargaining  
1258 agreement shall be administered on the basis of the amounts  
1259 appropriated by the Legislature. The failure of the Legislature  
1260 to appropriate funds sufficient to fund the collective  
1261 bargaining agreement shall not constitute, or be evidence of,  
1262 any unfair labor practice. All collective bargaining agreements  
1263 entered into by the state are subject to the appropriations  
1264 powers of the Legislature, and the provisions of this section  
1265 shall not conflict with the exclusive authority of the  
1266 Legislature to appropriate funds.

1267 ~~(3) If any provision of a collective bargaining agreement~~  
1268 ~~is in conflict with any law, ordinance, rule, or regulation over~~  
1269 ~~which the chief executive officer has no amendatory power, the~~  
1270 ~~chief executive officer shall submit to the appropriate~~  
1271 ~~governmental body having amendatory power a proposed amendment~~  
1272 ~~to such law, ordinance, rule, or regulation. Unless and until~~  
1273 ~~such amendment is enacted or adopted and becomes effective, the~~  
1274 ~~conflicting provision of the collective bargaining agreement~~  
1275 ~~shall not become effective.~~

1276 (3)(4) If the agreement is not ratified by the public

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1277 employer or is not approved by a majority ~~vote~~ of the public  
 1278 employees voting ~~in the unit~~, in accordance with procedures  
 1279 adopted by the commission, the agreement shall be returned to  
 1280 the chief executive officer and the bargaining agent ~~employee~~  
 1281 ~~organization~~ for further negotiations.

1282 ~~(4)(5)~~ ~~A~~ ~~Any~~ collective bargaining agreement ~~may~~ ~~shall~~ not  
 1283 provide for a term of existence of more than 3 years and must  
 1284 ~~shall~~ contain all of the terms and conditions of employment  
 1285 negotiated by the bargaining agent and the public employer and  
 1286 all of the disputed impasse issues resolved by the legislative  
 1287 body's action taken pursuant to s. 447.403 of the employees in  
 1288 the bargaining unit during such term except those terms and  
 1289 conditions provided for in applicable merit and civil service  
 1290 rules and regulations.

1291 Section 15. Section 447.401, Florida Statutes, is amended  
 1292 to read:

1293 447.401 Grievance procedures.—Each public employer and  
 1294 bargaining agent shall negotiate a grievance procedure to be  
 1295 used for the settlement of disputes between a public employer  
 1296 and a public employee, or a group of public employees, involving  
 1297 the interpretation or application of a collective bargaining  
 1298 agreement. ~~The~~ ~~Such~~ grievance procedure must ~~shall~~ have as its  
 1299 terminal step a final and binding disposition by an impartial  
 1300 neutral arbitrator, mutually selected by the parties; however,  
 1301 when the issue under appeal is an allegation of abuse,  
 1302 abandonment, or neglect of a child by a public ~~an~~ employee under  
 1303 s. 39.201 or an allegation of abuse, neglect, or exploitation of  
 1304 a vulnerable adult by a public employee under s. 415.1034, the  
 1305 grievance may not be decided until such allegation ~~the abuse,~~

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1306 ~~abandonment, or neglect of a child~~ has been judicially  
 1307 determined. However, an arbitrator ~~arbitrator~~ or other neutral  
 1308 party ~~may~~ ~~shall~~ not ~~have the power to~~ add to, subtract from,  
 1309 modify, or alter the terms of a collective bargaining agreement.  
 1310 If an employee organization is certified as the bargaining agent  
 1311 of a bargaining unit, the grievance procedure then in existence  
 1312 may be the subject of collective bargaining, and any agreement  
 1313 ~~that which~~ is reached shall supersede the previously existing  
 1314 procedure. All public employees ~~shall~~ have the right to a fair  
 1315 and equitable grievance procedure administered without regard to  
 1316 membership or nonmembership in any employee organization, except  
 1317 that bargaining agents may certified employee organizations  
 1318 ~~shall~~ not be required to process grievances for public employees  
 1319 who are not members of the employee organization. A public  
 1320 ~~career service~~ employee may use ~~shall have the option of~~  
 1321 ~~utilizing~~ the civil service appeal procedure, an unfair labor  
 1322 practice procedure, or a grievance procedure established under  
 1323 this section, ~~but may not avail~~ such employee is precluded from  
 1324 ~~availing~~ himself or herself of ~~to~~ more than one of these  
 1325 procedures.

1326 Section 16. Subsections (1) through (4) of section 447.403,  
 1327 Florida Statutes, are amended to read:

1328 447.403 Resolution of impasses.—

1329 (1) If, after a reasonable period of negotiation concerning  
 1330 the terms and conditions of employment to be incorporated in a  
 1331 collective bargaining agreement, a dispute exists between a  
 1332 public employer and a bargaining agent, either party may declare  
 1333 an impasse by providing written notification ~~shall be deemed to~~  
 1334 ~~have occurred when one of the parties so declares in writing to~~

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1335 the other party and to the commission. When an impasse occurs,  
 1336 the public employer or the bargaining agent, or both parties  
 1337 acting jointly, may ~~use appoint~~, or secure the services  
 1338 ~~appointment~~ of, a mediator to assist in the resolution of the  
 1339 impasse. If the Governor is the public employer or for an  
 1340 impasse declared pursuant to s. 447.4095, a ~~no~~ mediator may not  
 1341 ~~shall~~ be appointed.

1342 (2) (a) If a ~~no~~ mediator is not used under subsection (1)  
 1343 ~~appointed~~, or upon the request of either party, the commission  
 1344 must ~~shall~~ appoint, and submit all unresolved issues to, a  
 1345 special magistrate acceptable to both parties. If the parties  
 1346 are unable to agree on the appointment of a special magistrate,  
 1347 the commission must ~~shall~~ appoint, in its discretion, a  
 1348 qualified special magistrate. However, if the parties agree in  
 1349 writing to waive the appointment of a special magistrate, the  
 1350 parties may proceed directly to resolution of the impasse by the  
 1351 legislative body pursuant to paragraph (4) (d). Nothing in this  
 1352 section precludes the parties from using the services of a  
 1353 mediator at any time during the conduct of collective  
 1354 bargaining.

1355 (b) If the Governor is the public employer, a ~~no~~ special  
 1356 magistrate may not ~~shall~~ be appointed. The parties must may  
 1357 proceed directly to the Legislature for resolution of the  
 1358 impasse pursuant to paragraph (4) (d).

1359 (c) For an impasse declared pursuant to s. 447.4095(2), the  
 1360 parties must agree on a special magistrate and submit the  
 1361 agreed-upon name to the commission within 5 calendar days after  
 1362 the declaration of impasse. Within 2 business days after the  
 1363 submission of the special magistrate's name, the commission must

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1364 appoint the agreed-upon special magistrate. If the parties do  
 1365 not submit the name of an agreed-upon special magistrate to the  
 1366 commission within 5 calendar days after the declaration of  
 1367 impasse, the commission must appoint a special magistrate of its  
 1368 choosing within 5 calendar days after the parties' deadline to  
 1369 submit the name of the agreed-upon special magistrate. Within 5  
 1370 calendar days after the special magistrate is appointed, each  
 1371 party must submit a list of issues at impasse to the special  
 1372 magistrate and serve a copy of the list on the other party at  
 1373 the same time.

1374 (3) The special magistrate must ~~shall~~ hold a hearing  
 1375 hearings in order to define the area or areas of dispute, to  
 1376 determine facts relating to the dispute, and to render a  
 1377 decision on any and all unresolved contract issues. The hearing  
 1378 must ~~hearings~~ shall be held at a time, date, and place ~~times,~~  
 1379 dates, and places to be established by the special magistrate in  
 1380 accordance with rules adopted ~~promulgated~~ by the commission. For  
 1381 an impasse declared pursuant to s. 447.4095(2), a hearing must  
 1382 be held within 20 calendar days after the parties submit the  
 1383 list of issues at impasse to the special magistrate. The special  
 1384 magistrate may ~~shall be empowered to~~ administer oaths and issue  
 1385 subpoenas on behalf of the parties to the dispute or on his or  
 1386 her own behalf. Within 15 calendar days after the close of the  
 1387 final hearing, or 7 calendar days after the close of the hearing  
 1388 for an impasse declared pursuant to s. 447.4095(2), the special  
 1389 magistrate must submit ~~shall transmit~~ his or her recommended  
 1390 decision to the commission and to the representatives of both  
 1391 parties by any method of service that establishes proof of  
 1392 delivery ~~registered mail, return receipt requested.~~ Such

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1393 recommended decision ~~must shall~~ be discussed by the parties, and  
 1394 each recommendation of the special magistrate ~~is shall be~~ deemed  
 1395 approved by both parties unless specifically rejected by either  
 1396 party by written notice filed with the commission within 20  
 1397 calendar days, or 10 calendar days for an impasse declared  
 1398 pursuant to s. 447.4095(2), after the date the party received  
 1399 the special magistrate's recommended decision. The written  
 1400 notice ~~must shall~~ include a statement of the cause for each  
 1401 rejection and ~~shall~~ be served upon the other party at the same  
 1402 time as it is filed with the commission.

1403 (4) If either the public employer or the bargaining agent  
 1404 ~~employee organization~~ does not accept, in whole or in part, the  
 1405 recommended decision of the special magistrate, all of the  
 1406 following procedures apply:

1407 (a) The chief executive officer of the governmental entity  
 1408 involved shall, within 10 calendar days after rejection of a  
 1409 recommendation of the special magistrate, submit to the  
 1410 legislative body of the governmental entity involved a copy of  
 1411 the findings of fact and recommended decision of the special  
 1412 magistrate, together with the chief executive officer's  
 1413 recommendations for settling the disputed impasse issues. The  
 1414 chief executive officer shall also submit ~~transmit~~ his or her  
 1415 recommendations to the bargaining agent at the same time as the  
 1416 recommendations are submitted to the legislative body. ~~employee~~  
 1417 ~~organization.~~

1418 (b) Within 10 calendar days after rejection of a  
 1419 recommendation of the special magistrate, the bargaining agent  
 1420 ~~employee organization~~ shall submit its recommendations for  
 1421 settling the disputed impasse issues to such legislative body

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1422 and to the chief executive officer.~~†~~

1423 (c) The legislative body or its ~~a~~ duly authorized committee  
 1424 ~~thereof shall forthwith~~ conduct a public hearing at which the  
 1425 parties shall ~~be required to~~ explain their positions with  
 1426 respect to the rejected recommendations of the special  
 1427 magistrate. For an impasse declared pursuant to s. 447.4095(2),  
 1428 the legislative body must conduct the public hearing within 20  
 1429 calendar days after the parties submit their recommendations to  
 1430 the legislative body.~~†~~

1431 (d) Thereafter, the legislative body shall take such action  
 1432 as it deems to be in the public interest, including the interest  
 1433 of the public employees involved, to resolve all disputed  
 1434 impasse issues. For an impasse declared pursuant to s.  
 1435 447.4095(2), the legislative body must take action within 10  
 1436 calendar days after the close of the public hearing.~~† and~~

1437 (e) 1. Following the resolution of the disputed impasse  
 1438 issues by the legislative body, the parties shall reduce to  
 1439 writing an agreement which includes those issues agreed to by  
 1440 the parties and those disputed impasse issues resolved by the  
 1441 legislative body's action taken pursuant to paragraph (d). For  
 1442 an impasse declared pursuant to s. 447.4095(2), the parties must  
 1443 reduce the agreement to writing within 10 calendar days after  
 1444 the resolution of the disputed impasse issues by the legislative  
 1445 body.

1446 2. The agreement ~~must shall~~ be signed by the chief  
 1447 executive officer and the bargaining agent and ~~shall~~ be  
 1448 submitted to the public employer and ~~to~~ the public employees in  
 1449 ~~who are members of~~ the bargaining unit for ratification. For an  
 1450 impasse declared pursuant to s. 447.4095(2), the chief executive

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1451 officer and the bargaining agent must sign the agreement within  
 1452 7 calendar days after the agreement is reduced to writing and  
 1453 must submit the agreement to the public employer and the  
 1454 bargaining unit for ratification within 10 calendar days after  
 1455 the agreement is signed. For an impasse declared pursuant to s.  
 1456 447.4095(2), the agreement must be signed, submitted, and  
 1457 ratified separately from other bargainable issues.

1458 3. If ~~the such~~ agreement is not ratified by all parties,  
 1459 pursuant to ~~the provisions of~~ s. 447.309, the legislative body's  
 1460 action taken pursuant to ~~the provisions of~~ paragraph (d) shall  
 1461 take effect as of the date of such legislative body's action for  
 1462 the remainder of the first fiscal year which was the subject of  
 1463 negotiations; however, the legislative body's action may shall  
 1464 not take effect with respect to those disputed impasse issues  
 1465 that which establish the language of contractual provisions that  
 1466 which could have no effect in the absence of a ratified  
 1467 agreement, including, but not limited to, preambles, recognition  
 1468 clauses, and duration clauses.

1469 Section 17. Section 447.405, Florida Statutes, is amended  
 1470 to read:

1471 447.405 Factors to be considered by the special  
 1472 magistrate.—The special magistrate shall conduct the hearings  
 1473 and render recommended decisions with the objective of achieving  
 1474 a prompt, peaceful, and just settlement of disputes between the  
 1475 bargaining agents public employee organizations and the public  
 1476 employers. The factors, ~~among others,~~ to be given weight by the  
 1477 special magistrate in arriving at a recommended decision must  
 1478 ~~shall~~ include:

1479 (1) Comparison of the annual income of employment of the

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1480 public employees in question with the annual income of  
 1481 employment maintained for the same or similar work of employees  
 1482 exhibiting like or similar skills under the same or similar  
 1483 working conditions in the local operating area involved.

1484 (2) Comparison of the annual income of employment of the  
 1485 public employees in question with the annual income of  
 1486 employment of public employees in similar public employee  
 1487 governmental bodies of comparable size within this the state.

1488 (3) The interest and welfare of the public.

1489 (4) Comparison of peculiarities of employment in regard to  
 1490 other trades or professions, specifically with respect to:

1491 (a) Hazards of employment.

1492 (b) Physical qualifications.

1493 (c) Educational qualifications.

1494 (d) Intellectual qualifications.

1495 (e) Job training and skills.

1496 (f) Retirement plans.

1497 (g) Sick leave.

1498 (h) Job security.

1499 (5) Availability of funds.

1500 Section 18. Section 447.4095, Florida Statutes, is amended  
 1501 to read:

1502 447.4095 Financial urgency.—

1503 (1) In the event of a financial urgency requiring  
 1504 modification of an agreement, the chief executive officer or his  
 1505 or her representative and the bargaining agent or its  
 1506 representative must shall meet as soon as possible to negotiate  
 1507 the impact of the financial urgency. If after a reasonable  
 1508 period of negotiation, which may shall not exceed 14 calendar

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1509 days, a dispute exists between the public employer and the  
 1510 bargaining agent, an impasse ~~is shall~~ be deemed to have  
 1511 occurred, and one of the parties ~~must shall~~ so declare in  
 1512 writing to the other party and to the commission. The parties  
 1513 ~~must shall~~ then proceed to follow the requirements under  
 1514 ~~pursuant to the provisions of~~ s. 447.403. An unfair labor  
 1515 practice charge ~~may shall~~ not be filed during the 14 calendar  
 1516 days during which negotiations are occurring ~~under pursuant to~~  
 1517 this section.

1518 (2) Salary increases appropriated by the Legislature are,  
 1519 for purposes of this section, considered a financial urgency. In  
 1520 the event of salary increases appropriated by the Legislature  
 1521 which require modification of an agreement, the chief executive  
 1522 officer or his or her representative and the bargaining agent or  
 1523 its representative must meet within 15 calendar days after the  
 1524 effective date of the appropriation to negotiate the impact of  
 1525 the financial urgency. If, 30 calendar days after the effective  
 1526 date of the appropriation, a dispute exists between the public  
 1527 employer and the bargaining agent as to the impact of the  
 1528 financial urgency, one of the parties must, within 2 business  
 1529 days, declare an impasse in writing to the other party and to  
 1530 the commission. The parties must then proceed to follow the  
 1531 requirements under s. 447.403. An unfair labor practice charge  
 1532 may not be filed during the 30-day period of negotiations or  
 1533 while the parties are proceeding through the resulting impasse  
 1534 process. This subsection does not apply to public employees in  
 1535 public safety units.

1536 Section 19. Paragraphs (c) and (f) of subsection (1) and  
 1537 subsection (2) of section 447.501, Florida Statutes, are

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1538 amended, and paragraph (g) is added to subsection (1) of that  
 1539 section, to read:

1540 447.501 Unfair labor practices.—

1541 (1) Public employers or their agents or representatives are  
 1542 prohibited from:

1543 (c) Refusing to bargain collectively, failing to bargain  
 1544 collectively in good faith, or refusing to sign a final  
 1545 agreement agreed upon with the ~~certified~~ bargaining agent for  
 1546 the public employees in the bargaining unit.

1547 (f) Refusing to discuss grievances in good faith pursuant  
 1548 to the terms of the collective bargaining agreement with either  
 1549 the ~~certified~~ bargaining agent for the public employee or the  
 1550 employee involved.

1551 (g) Failing to provide to any employee organization or any  
 1552 petitioning public employee who is seeking to support, oppose,  
 1553 or intervene in the certification, recertification, or  
 1554 decertification of a bargaining agent equal access to the public  
 1555 employer's facilities and its internal means of communication  
 1556 for those purposes. The public employer must provide such equal  
 1557 access from the date of the filing of a petition pursuant to s.  
 1558 447.307 or s. 447.308 until the final resolution of the  
 1559 petition.

1560 (2) ~~An A~~ A public employee organization or anyone acting on  
 1561 ~~in~~ its behalf or its officers, representatives, agents, or  
 1562 members are prohibited from:

1563 (a) Interfering with, restraining, or coercing public  
 1564 employees in the exercise of any rights guaranteed them under  
 1565 this part or interfering with, restraining, or coercing  
 1566 managerial employees by reason of their performance of job

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1567 duties or other activities undertaken in the interests of the  
1568 public employer.

1569 (b) Causing or attempting to cause a public employer to  
1570 discriminate against a public ~~an~~ employee because of such ~~the~~  
1571 employee's membership or nonmembership in an employee  
1572 organization or attempting to cause the public employer to  
1573 violate ~~any of the provisions of~~ this part.

1574 (c) Refusing to bargain collectively or failing to bargain  
1575 collectively in good faith with a public employer.

1576 (d) Discriminating against a public ~~an~~ employee because he  
1577 or she has signed or filed an affidavit, a petition, or a  
1578 complaint or given any information or testimony in any  
1579 proceedings provided for in this part.

1580 (e) Participating in a strike against the public employer  
1581 by instigating or supporting, in any positive manner, a strike.  
1582 A person who violates ~~Any violation of~~ this paragraph is ~~shall~~  
1583 subject the violator to the penalties provided in this part.

1584 (f) Instigating or advocating support, in any positive  
1585 manner, for an employee organization's activities from high  
1586 school or grade school students or students in institutions of  
1587 higher learning.

1588 Section 20. Subsection (1) of section 447.503, Florida  
1589 Statutes, is amended to read:

1590 447.503 Charges of unfair labor practices.—It is the intent  
1591 of the Legislature that the commission act as expeditiously as  
1592 possible to settle disputes regarding alleged unfair labor  
1593 practices. To this end, violations of the provisions of s.  
1594 447.501 shall be remedied by the commission in accordance with  
1595 the following procedures and in accordance with chapter 120;

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1596 however, to the extent that chapter 120 is inconsistent with the  
1597 provisions of this section, the procedures contained in this  
1598 section shall govern:

1599 (1) A proceeding to remedy a violation of ~~the provisions of~~  
1600 s. 447.501 must ~~shall~~ be initiated by the filing of a charge  
1601 with the commission by a public ~~an~~ employer, a public employee,  
1602 or an employee organization, or any combination thereof, whose  
1603 substantial interests will be affected as referenced in chapter  
1604 120. Such a charge must ~~shall~~ contain a clear and concise  
1605 statement of facts constituting the alleged unfair labor  
1606 practice, including the names of all individuals involved in the  
1607 alleged unfair labor practice, and include specific reference to  
1608 the provisions of s. 447.501 alleged to have been violated, and  
1609 such other relevant information as the commission may by rule  
1610 require or allow. Service of the charge must ~~shall~~ be made upon  
1611 each named respondent at the time of filing with the commission.  
1612 The charge must be accompanied by sworn statements and  
1613 documentary evidence sufficient to establish a prima facie  
1614 violation of the applicable unfair labor practice provision.  
1615 Such supporting evidence is not to be attached to the charge and  
1616 is to be furnished only to the commission.

1617 Section 21. Subsections (2) through (5) and paragraph (a)  
1618 of subsection (6) of section 447.507, Florida Statutes, are  
1619 amended to read:

1620 447.507 Violation of strike prohibition; penalties.—

1621 (2) If a public employee, a group of public employees, an  
1622 employee organization, or any officer, agent, or representative  
1623 of any employee organization engages in a strike in violation of  
1624 s. 447.505, either the commission or any public employer whose

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1625 public employees are involved or whose public employees may be  
 1626 affected by the strike may file suit to enjoin the strike in the  
 1627 circuit court having proper jurisdiction and proper venue of  
 1628 such actions under the Florida Rules of Civil Procedure and  
 1629 Florida Statutes. The circuit court shall conduct a hearing,  
 1630 with notice to the commission and to all interested parties, at  
 1631 the earliest practicable time. If the plaintiff makes a prima  
 1632 facie showing that a violation of s. 447.505 is in progress or  
 1633 that there is a clear, real, and present danger that such a  
 1634 strike is about to commence, the circuit court must ~~shall~~ issue  
 1635 a temporary injunction enjoining the strike. Upon final hearing,  
 1636 the circuit court shall either make the injunction permanent or  
 1637 dissolve it.

1638 (3) If an injunction to enjoin a strike issued pursuant to  
 1639 this section is not promptly complied with, on the application  
 1640 of the plaintiff, the circuit court shall immediately initiate  
 1641 contempt proceedings against those who appear to be in  
 1642 violation. An employee organization found to be in contempt of  
 1643 court for violating an injunction against a strike shall be  
 1644 fined an amount deemed appropriate by the court. In determining  
 1645 the appropriate fine, the court shall objectively consider the  
 1646 extent of lost services and the particular nature and position  
 1647 of the public employee group in violation. A ~~In no event shall~~  
 1648 ~~the fine may not~~ exceed \$30,000 ~~\$5,000~~. Each officer, agent, or  
 1649 representative of an employee organization found to be in  
 1650 contempt of court for violating an injunction against a strike  
 1651 shall be fined at least \$300, but not more than \$600, not less  
 1652 ~~than \$50 nor more than \$100~~ for each calendar day that the  
 1653 violation is in progress.

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1654 (4) An employee organization is ~~shall be~~ liable for any  
 1655 damages that ~~which~~ might be suffered by a public employer as a  
 1656 result of a violation of ~~the provisions of~~ s. 447.505 by the  
 1657 employee organization or its representatives, officers, or  
 1658 agents. The circuit court having jurisdiction over such actions  
 1659 ~~may is empowered to~~ enforce judgments against employee  
 1660 organizations in the amount deemed appropriate by the court in  
 1661 accordance with this section. ~~An action may not, as defined in~~  
 1662 ~~this part, by attachment or garnishment of union initiation fees~~  
 1663 ~~or dues which are to be deducted or checked off by public~~  
 1664 ~~employers. No action shall~~ be maintained pursuant to this  
 1665 subsection until all proceedings that ~~which~~ were pending before  
 1666 the commission at the time of the strike or that ~~which~~ were  
 1667 initiated within 30 days after ~~of~~ the strike have been finally  
 1668 adjudicated or otherwise disposed of. In determining the amount  
 1669 of damages, if any, to be awarded to the public employer, the  
 1670 trier of fact shall take into consideration any action or  
 1671 inaction by the public employer or its agents that provoked or  
 1672 tended to provoke the strike by the public employees. The trier  
 1673 of fact shall also take into consideration any damages that  
 1674 might have been recovered by the public employer under  
 1675 subparagraph (6) (a)4.

1676 (5) If the commission, after a hearing on notice conducted  
 1677 according to rules adopted ~~promulgated~~ by the commission,  
 1678 determines that a public ~~an~~ employee has violated s. 447.505, it  
 1679 may order the termination of such employee's ~~his or her~~  
 1680 employment by the public employer. Notwithstanding any other  
 1681 provision of law, a person knowingly violating s. 447.505 ~~the~~  
 1682 ~~provision of said section~~ may, subsequent to such violation, be

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1683 appointed, reappointed, employed, or reemployed as a public  
1684 employee, but only upon the following conditions:

1685 (a) Such person shall be on probation for ~~a period of~~ 18  
1686 months ~~after following~~ his or her appointment, reappointment,  
1687 employment, or reemployment, during which period he or she shall  
1688 serve without permanent status and at the pleasure of the agency  
1689 head.

1690 (b) His or her compensation may ~~not in no event~~ exceed the  
1691 compensation ~~that~~ received immediately before ~~prior to~~ the time  
1692 of the violation.

1693 (c) The compensation of the person may not be increased  
1694 until at least ~~after the expiration of~~ 1 year after from such  
1695 appointment, reappointment, employment, or reemployment.

1696 (6) (a) If the commission determines that an employee  
1697 organization has violated s. 447.505, it may:

1698 1. Issue cease and desist orders as necessary to ensure  
1699 compliance with its order.

1700 2. Suspend or revoke the certification of the ~~employee~~  
1701 ~~organization as the~~ bargaining agent of such bargaining employee  
1702 unit.

1703 3. Revoke any requirement of the public employer to engage  
1704 in membership ~~the right of~~ dues deduction for the ~~and collection~~  
1705 ~~previously granted to said~~ employee organization pursuant to s.  
1706 447.303.

1707 4. Fine the organization up to \$120,000 ~~\$20,000~~ for each  
1708 calendar day of such violation or determine the approximate cost  
1709 to the public due to each calendar day of the strike and fine  
1710 the organization an amount equal to such cost, regardless of  
1711 whether the fine exceeds \$120,000, ~~notwithstanding the fact that~~

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1712 ~~the fine may exceed \$20,000~~ for each such calendar day. The  
1713 fines so collected ~~shall~~ immediately accrue to the public  
1714 employer and must ~~shall~~ be used by the public employer ~~him or~~  
1715 ~~her~~ to replace those services denied the public as a result of  
1716 the strike. In determining the amount of damages, if any, to be  
1717 awarded to the public employer, the commission must consider  
1718 ~~shall take into consideration~~ any action or inaction by the  
1719 public employer or its agents that provoked, or tended to  
1720 provoke, the strike by the public employees.

1721 Section 22. Present subsection (3) of section 447.509,  
1722 Florida Statutes, is redesignated as subsection (6), and a new  
1723 subsection (3) and subsections (4) and (5) are added to that  
1724 section, to read:

1725 447.509 Other unlawful acts; exceptions.—

1726 (3) Public employers, their agents or representatives, or  
1727 any persons acting on their behalf may not provide any form of  
1728 compensation or paid leave to a public employee, directly or  
1729 indirectly, for the purpose of engaging in employee organization  
1730 activities.

1731 (4) Notwithstanding subsection (3), if the public employer  
1732 and the bargaining agent agree, a public employee may do any of  
1733 the following:

1734 (a) Be granted time off without pay or benefits to engage  
1735 in employee organization activities. An employee organization  
1736 may compensate a public employee for engaging in employee  
1737 organization activities.

1738 (b) Use compensated personal leave, whether the leave is  
1739 the public employee's or is voluntarily donated by other public  
1740 employees in the bargaining unit, to engage in employee

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1741 organization activities if:

1742 1. The leave is accrued at the same rate by similarly  
 1743 situated public employees in the bargaining unit without regard  
 1744 to membership in or participation with an employee organization.

1745 2. The public employee may freely choose how to use the  
 1746 leave.

1747 (c) Engage in representational employee organization  
 1748 activities on behalf of the bargaining agent while in a duty  
 1749 status without loss of pay or benefits.

1750 (5) Subsections (3) and (4) do not apply to public  
 1751 employees in public safety units.

1752 Section 23. Subsection (3) of section 110.114, Florida  
 1753 Statutes, is amended to read:

1754 110.114 Employee wage deductions.—

1755 (3) Notwithstanding ~~the provisions of~~ subsections (1) and  
 1756 (2), ~~the deduction of an employee's membership dues deductions~~  
 1757 ~~as defined in s. 447.203 s. 447.203(15) for an employee~~  
 1758 ~~organization as defined in s. 447.203(11)~~ shall be authorized or  
 1759 permitted only for an organization that has been certified  
 1760 pursuant to chapter 447 as the exclusive bargaining agent  
 1761 ~~pursuant to chapter 447 for a unit of public state employees in~~  
 1762 ~~which the employee is included.~~ Such deductions shall be subject  
 1763 ~~to the provisions of s. 447.303.~~

1764 Section 24. Paragraph (w) of subsection (2) of section  
 1765 110.205, Florida Statutes, is amended to read:

1766 110.205 Career service; exemptions.—

1767 (2) EXEMPT POSITIONS.—The exempt positions that are not  
 1768 covered by this part include the following:

1769 (w) Managerial employees and, as defined in s. 447.203(4),

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1770 confidential employees, as those terms are defined in s. 447.203  
 1771 ~~s. 447.203(5)~~, and supervisory employees who spend the majority  
 1772 of their time communicating with, motivating, training, and  
 1773 evaluating employees, and planning and directing employees'  
 1774 work, and who have the authority to hire, transfer, suspend, lay  
 1775 off, recall, promote, discharge, assign, reward, or discipline  
 1776 subordinate employees or effectively recommend such action,  
 1777 including all employees serving as supervisors, administrators,  
 1778 and directors. Excluded are employees also designated as special  
 1779 risk or special risk administrative support and attorneys who  
 1780 serve as administrative law judges pursuant to s. 120.65 or for  
 1781 hearings conducted pursuant to s. 120.57(1)(a). Additionally,  
 1782 registered nurses licensed under chapter 464, dentists licensed  
 1783 under chapter 466, psychologists licensed under chapter 490 or  
 1784 chapter 491, nutritionists or dietitians licensed under part X  
 1785 of chapter 468, pharmacists licensed under chapter 465,  
 1786 psychological specialists licensed under chapter 491, physical  
 1787 therapists licensed under chapter 486, and speech therapists  
 1788 licensed under part I of chapter 468 are excluded, unless  
 1789 otherwise collectively bargained.

1790 Section 25. Subsection (6) of section 112.3187, Florida  
 1791 Statutes, is amended to read:

1792 112.3187 Adverse action against employee for disclosing  
 1793 information of specified nature prohibited; employee remedy and  
 1794 relief.—

1795 (6) TO WHOM INFORMATION DISCLOSED.—The information  
 1796 disclosed under this section must be disclosed to any agency or  
 1797 federal government entity having the authority to investigate,  
 1798 police, manage, or otherwise remedy the violation or act,

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CODING: Words ~~stricken~~ are deletions; words underlined are additions.

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1799 including, but not limited to, the Office of the Chief Inspector  
 1800 General, an agency inspector general or the employee designated  
 1801 as agency inspector general under s. 112.3189(1) or inspectors  
 1802 general under s. 20.055, the Florida Commission on Human  
 1803 Relations, and the whistle-blower's hotline created under s.  
 1804 112.3189. However, for disclosures concerning a local  
 1805 governmental entity, including any regional, county, or  
 1806 municipal entity, special district, community college district,  
 1807 or school district or any political subdivision of any of the  
 1808 foregoing, the information must be disclosed to a chief  
 1809 executive officer as defined in s. 447.203 ~~s. 447.203(9)~~ or  
 1810 other appropriate local official.

1811 Section 26. Subsection (5) of section 121.031, Florida  
 1812 Statutes, is amended to read:

1813 121.031 Administration of system; appropriation; oaths;  
 1814 actuarial studies; public records.—

1815 (5) The names and addresses of retirees are confidential  
 1816 and exempt from ~~the provisions of~~ s. 119.07(1) to the extent  
 1817 that no state or local governmental agency may provide the names  
 1818 or addresses of such persons in aggregate, compiled, or list  
 1819 form to any person except to a public agency engaged in official  
 1820 business. However, a state or local government agency may  
 1821 provide the names and addresses of retirees from that agency to  
 1822 a bargaining agent as defined in s. 447.203 ~~s. 447.203(12)~~ or to  
 1823 a retiree organization for official business use. Lists of names  
 1824 or addresses of retirees may be exchanged by public agencies,  
 1825 but such lists shall not be provided to, or open for inspection  
 1826 by, the public. Any person may view or copy any individual's  
 1827 retirement records at the Department of Management Services, one

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1828 record at a time, or may obtain information by a separate  
 1829 written request for a named individual for which information is  
 1830 desired.

1831 Section 27. Subsection (1) of section 447.02, Florida  
 1832 Statutes, is amended to read:

1833 447.02 Definitions.—The following terms, when used in this  
 1834 chapter, shall have the meanings ascribed to them in this  
 1835 section:

1836 (1) The term "labor organization" means any organization of  
 1837 employees or local or subdivision thereof, having within its  
 1838 membership residents of the state, whether incorporated or not,  
 1839 organized for the purpose of dealing with employers concerning  
 1840 hours of employment, rate of pay, working conditions, or  
 1841 grievances of any kind relating to employment and recognized as  
 1842 a unit of bargaining by one or more employers doing business in  
 1843 this state, except that an "employee organization," as defined  
 1844 in s. 447.203 ~~s. 447.203(11)~~, shall be included in this  
 1845 definition at such time as it seeks to register pursuant to s.  
 1846 447.305.

1847 Section 28. Section 447.609, Florida Statutes, is amended  
 1848 to read:

1849 447.609 Representation in proceedings.—Any full-time  
 1850 employee or officer of any public employer or employee  
 1851 organization may represent his or her employer or any public  
 1852 employee in member ~~of~~ a bargaining unit in any proceeding  
 1853 authorized in this part, excluding the representation of any  
 1854 person or public employer in a court of law by a person who is  
 1855 not a licensed attorney.

1856 Section 29. Subsection (2) of section 1011.60, Florida

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1857 Statutes, is amended to read:

1858       1011.60 Minimum requirements of the Florida Education  
1859 Finance Program.—Each district which participates in the state  
1860 appropriations for the Florida Education Finance Program shall  
1861 provide evidence of its effort to maintain an adequate school  
1862 program throughout the district and shall meet at least the  
1863 following requirements:

1864       (2) MINIMUM TERM.—Operate all schools for a term of 180  
1865 actual teaching days or the equivalent on an hourly basis as  
1866 specified by rules of the State Board of Education each school  
1867 year. The State Board of Education may prescribe procedures for  
1868 altering, and, upon written application, may alter, this  
1869 requirement during a national, state, or local emergency as it  
1870 may apply to an individual school or schools in any district or  
1871 districts if, in the opinion of the board, it is not feasible to  
1872 make up lost days or hours, and the apportionment may, at the  
1873 discretion of the Commissioner of Education and if the board  
1874 determines that the reduction of school days or hours is caused  
1875 by the existence of a bona fide emergency, be reduced for such  
1876 district or districts in proportion to the decrease in the  
1877 length of term in any such school or schools. A strike, as  
1878 defined in s. 447.203 ~~s. 447.203(6)~~, by employees of the school  
1879 district may not be considered an emergency.

1880       Section 30. This act shall take effect July 1, 2026.

The Florida Senate

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2-11-26

Meeting Date

1296

Bill Number or Topic

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Gov Ops

Committee

Amendment Barcode (if applicable)

Name Rusty Brown Brown

Phone 817 455-4207

Address 611 S Maine St  
Street

Email rbrown@brownfoundation.org

Georgetown, TX  
City State

76049  
Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

2-11-24

Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

Teacher 294

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Committee  
Name Kelly LaBetz

Amendment Barcode (if applicable)  
Phone 614-578-3979

Address 3812 SE Fairway W

Email Krhaddock@yahoo.com

Street  
Smart FL 34997  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate

APPEARANCE RECORD

SB 1296

2-11-2026

Meeting Date

Bill Number or Topic

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Gov. Oversight & Accountability Committee

Amendment Barcode (if applicable)

Name Vincent Movelli

Phone 786525 8651

Address 1422 NW 3 Terr

Email CaptainVinw@6mail.com

Street Cape Coral FL 33993
City State Zip

Speaking: [ ] For [x] Against [ ] Information OR Waive Speaking: [ ] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate  
**APPEARANCE RECORD**

SB 1296

Meeting Date

Bill Number or Topic

Governmental Oversight  
and Accountability

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Amendment Barcode (if applicable)

Name Timothy Moses

Phone 407-283-1222

Address 2034 Ficus St  
Street

Email timmoses08@gmail.com

Mascotte FL 34753  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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The Florida Senate

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2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Gov't Oversight & Accountability

Committee

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Amendment Barcode (if applicable)

Name Tamara Russell

Phone 407.310.3149

Address 333 Red Kite Drive

Email happytchr35@gmail.com

Street

Groveland FL 34736

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

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2-11-2024

SB 1296

Meeting Date

Bill Number or Topic

Govt oversight

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Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name

Matthew Shunkung

Phone

202-258-2173

Address

4022 Winthrop

Email

apwumanatee@

Street

adl.com

Sarasota FL

34232

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

110 S

2/11/2020

Meeting Date

# The Florida Senate APPEARANCE RECORD

SB1296

Bill Number or Topic

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Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name Diane North

Phone 954-849-9959

Address 3773 Woodbriar Dr.  
Street

Email nesa150@ad.com

Orange Pk  
City

FL  
State

32073  
Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flisenate.gov\)](https://www.flisenate.gov/2020-2022-JointRules.pdf)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

Meeting Date Feb 11, 2026

Bill Number or Topic SB 1296

Deliver both copies of this form to  
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Committee Govt Oversight + Accountability

Amendment Barcode (if applicable)

Name Felicia Bruce

Phone 372 409 4560

Address 106 Marina Bay Blvd  
Street

Email spmomtch1@aol.com

Fort Pierce FL 34949  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate

# APPEARANCE RECORD

1296

Feb 11, 2024

Meeting Date

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Gov. Oversight & Acc.

Committee

Amendment Barcode (if applicable)

Name Jodi Michel Phone \_\_\_\_\_

Address 1236 Hillsboro Mile Email jodim69@gmail.com  
Street

Hillsboro Beach 33062  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

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Meeting Date

1296

Bill Number or Topic

Oversight + Accountability

Committee

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Amendment Barcode (if applicable)

Name Jessica Maharry Maharry Phone 561-758-9654

Address 1388 Apple Blossom Lane Email jessica.stone.2014@gmail.com
West Palm Beach, FL 33415
City State Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [X] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[X] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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The Florida Senate

**APPEARANCE RECORD**

02/11/26

Meeting Date

1296

Bill Number or Topic

Gov Oversight and Accountability

Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Jason Taché

Phone 954-552-3738

Address 861 NW 85th Terrace

Email tache041@gmail.com

Street

Plantation

City

FL

State

33324

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

GOVERNMENT OVERSIGHT & ACCOUNTABILITY

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name RICHARD JONES

Phone 941 628 0813

Address 25397 KOWLOON LN

Email RJONES@DC78.ORG

Street

PUNTA GORDA FL 33983

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [X] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[X] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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2/11/20

Meeting Date

SB 1296

Bill Number or Topic

Government oversight  
Committee Accountability

Amendment Barcode (if applicable)

Name Melissa Jackson

Phone 352 512-5881

Address 120 Walnut Rd  
Street

Email melissajacksonr75@gmail.com

Ocala Fla. 34480  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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APPEARANCE RECORD

2-11-2026

1296

Meeting Date

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Govt Oversight + Accountability  
Committee

Amendment Barcode (if applicable)

Name Christopher Stovall Stovall

Phone 904-536-2547

Address 2619 Ortega Bluff Pkwy  
Street

Email

Jacksonville FL 32244  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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SB 1296

2-11-26

Meeting Date

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Government Oversight and Accountability

Committee

Amendment Barcode (if applicable)

Name Keith Dye

Phone 239-440-6799

Address 2160 Coronet St

Email khdye4@y6hos.com

Street

Ft. Myers FL 33907

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [X] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[X] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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Meeting Date

1296

Bill Number or Topic

Governmental Oversight  
Committee

Amendment Barcode (if applicable)

Name Barbara DeBane

Phone 850-251-4380

Address 125 E. Brevard St  
Street

Email baradbane1@yahoo.com

Tallahassee FL 32308  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

FL NOW

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](https://www.flsenate.gov/2020-2022JointRules.pdf)

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The Florida Senate

APPEARANCE RECORD

2/11/26  
Meeting Date

1298  
Bill Number or Topic

Government oversight & Accountability  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Mona Stafford

Phone 813-543-6605

Address PO Box 1005

Email staffordm98@outlook.com

Lacoochee FL 33537  
Street City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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Meeting Date

1296

Bill Number or Topic

Govt Ops

Committee

Amendment Barcode (if applicable)

Name

Michael Sampson II SAMPSON

Phone

904 885 9523

Address

5208 N. Pearl

Street

Email

mikesampson2017@gmail.com

Jacksonville

City

FL

State

32218

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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Meeting Date

SB 1296

Bill Number or Topic

GOVT OVERSIGHT

Committee

Amendment Barcode (if applicable)

Name TERESA ROACH

Phone

Address 1529 CHULL NENE

Email TERESA.ROACH@GMAIL.COM

Street

TLH

City

FL

State

32301

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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Meeting Date

SB 1296

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

Belinda Davis

Phone

561-702-7092

Address

315 NW 3rd Ave

Email

Johnnybelindaby@gmail

Street

Delray Beach FL 33444

City

State

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

2/11/2026  
Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

SB 1296  
Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Committee  
Name DONALD DIEU JUSTE  
Address 2746 Lantana RD Apt 407  
Lake Worth FL 33462  
City State Zip

Amendment Barcode (if applicable)  
Phone 561-727-7650  
Email DieujusteDonald25@gmail.com

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

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I am a registered lobbyist, representing:

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02/11/2026

The Florida Senate

APPEARANCE RECORD

SB 1296

Meeting Date

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Governmental Oversight and Accountability  
Committee

Amendment Barcode (if applicable)

Name James E. Birken Jr Birken Jr Phone 786-416-2719

Address 3011 N.W. 186 Ter  
Street

Email jbirkenjr291@gmail.com

miami City Coral Gables State FL 33056 Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

1296

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Governmental Oversight and Accountability

Committee

Amendment Barcode (if applicable)

Name Valerie Lauro Leonard

Phone 601.668.2510

Address 259 River Circle

Email valerielauroleonard@gmail.com

Street

Santa Rosa Beach FL 32439

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

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S-001 (08/10/2021)

2/11/2026

Meeting Date

# The Florida Senate APPEARANCE RECORD

1296

Bill Number or Topic

Deliver both copies of this form to  
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Amendment Barcode (if applicable)

Committee

Government oversight accountability

Name Angela Barron

Phone 352.525.5188

Address P.O. Box 708

Email Angela9903@ad.com

Street

Beddick, FL 32686

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296

Bill Number or Topic

02/11/2026

Meeting Date

Deliver both copies of this form to Senate professional staff conducting the meeting

Government oversight and Accountability  
Committee

Amendment Barcode (if applicable)

Name Eddie Carter Phone 239 980 5856

Address 860 Heather Lake Ave  
Street Cape Coral FL 33993  
City State Zip

Email eddiebulletz@gmail.com

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

- I am appearing without compensation or sponsorship.
- I am a registered lobbyist, representing:
- I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate

APPEARANCE RECORD

11 Feb 2026

Meeting Date

SB 1296

Bill Number or Topic

Govt Oversight

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Robin Goodman

Phone 850-345-0146

Address 850 S Gadsden St Apt 418

Email rbgoodman32312@gmail.com

Tallahassee FL 32301

Speaking: [ ] For [x] Against [ ] Information OR Waive Speaking: [ ] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate

APPEARANCE RECORD

February 11, 2026

Meeting Date

SB 1296

Bill Number or Topic

Governmental Oversight &

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Accountability

Amendment Barcode (if applicable)

Name Nancy Lawther, Ph.D.

Phone 305 607-3837

Address 9140 SW 59 Ave

Email nlawther@gmail.com

Street

Miami

Fl

33156

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296

2-11-26  
Governmental Oversight  
and Accountability  
Meeting Date  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Amendment Barcode (if applicable)

Name Lynette Rodriguez-Wibbels

Phone 239-217-2375

Address 2316 SW 17th Pl #104  
Street

Email lynrod9500@gmail.com

Cape Coral FL 33991  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Government Oversight + Accountability

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Alexander Hanson

Phone 407-697-2652

Address 11227 Marseilles Blvd

Email awhanson99@gmail.com

Street

Clermont

City

FL

State

34711

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to Senate professional staff conducting the meeting

Feb 11, 2026

Meeting Date

SB 1296

Bill Number or Topic

Govt. Oversight

Committee

Amendment Barcode (if applicable)

Name ALEX H. LEDGERWOOD

Phone 850 637-2021

Address 420 N. ADAMS ST.

Email ahledgerwood@gmail.com

Street

TALLAHASSEE, FL 32361

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

~~Criminal Justice~~ Gov. Oversight  
Committee & Accountability

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Kaitlyn Gattie

Phone (863) 514-6775

Address 395 W. McLeod Ave.  
Street

Email Kaitlyngattie@yahoo.com

Eagle Lake  
City

FL  
State

33839  
Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Govt Oversight

Committee

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Amendment Barcode (if applicable)

Name

Lora Jane Riedas Riedas

Phone

813.373.1613

Address

708 W. Hiawatha St

Email

lorajane@gmail.com

Street

Tampa

33604

City

State

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

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The Florida Senate

APPEARANCE RECORD

SB 1296

Bill Number or Topic

2/11/26

Meeting Date

Deliver both copies of this form to Senate professional staff conducting the meeting

Gov. Oversight & Accountability Committee

Committee

Amendment Barcode (if applicable)

Name Heather Rodriguez - Wibbels

Phone 239 - 217 - 2374

Address 2316 SW 17th PL #104

Street

Email wibbels84@gmail.com

Cape Coral

City

FL

State

33991

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

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S-001 (08/10/2021)

The Florida Senate

**APPEARANCE RECORD**

2/11/26

Meeting Date

1296

Bill Number or Topic

Government Oversight & Accountability  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Kelly Blankenship

Phone

Address Street

Email

City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

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S-001 (08/10/2021)

The Florida Senate

**APPEARANCE RECORD**

SB 1296  
Bill Number or Topic

2-11-2026  
Meeting Date

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Governmental Oversight  
Committee Accountability

Amendment Barcode (if applicable)

Name Andie Brown

Phone 305-987-3879

Address 19031 N.W. 7 Ct.  
Street

Email andrebrown1964@gmail.com

Miami Garden FL 33169  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

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The Florida Senate

APPEARANCE RECORD

14 FEB 2024

Meeting Date

1296

Bill Number or Topic

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GOVERNMENT OVERSIGHT COMMITTEE

Committee

Amendment Barcode (if applicable)

Name ERIC BIGGINS Biggins

Phone 904-537-3477

Address 2612 W 25th ST

Street

Email

JACKSONVILLE

FLORIDA

32204

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

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S-001 (08/10/2021)

2.11.26

The Florida Senate  
**APPEARANCE RECORD**

1296

Meeting Date

Govt Overreach

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Bill Number or Topic

Committee

Amendment Barcode (if applicable)

Name

Levi Mitzen

Phone

571-288-2052

Address

2513 prest Ct.

Email

Levi.mitzen@gmail.com

Street

Lakeland, Fla

32301

City

State

Zip

Speaking:

For

Against

Information

**OR**

Waive Speaking:

In Support

Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Government Oversight & Accountability  
Committee

Amendment Barcode (if applicable)

Name Cassandra "Cassie" Urbenz Urbenz Phone (727) 641-2817

Address 916 NW 6th Ave Email cassieurbenz@gmail.com

Street

Gainesville FL 32601  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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2/11/2026  
Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

SB 1296  
Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Govt Oversight & Accountability  
Committee

Amendment Barcode (if applicable)

Name Valerie Chuchman

Phone 813-373-1617

Address 705 W. Hiawatha St  
Street

Email vchuchman@gmail.com

Tampa FL 3360  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

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# APPEARANCE RECORD

2/11/2026

Meeting Date

1296

Bill Number or Topic

Gov. Oversight + Accountability

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Ginger Blomeley

Phone \_\_\_\_\_

Address 30561 Scott St

Street

Email ginger@theblomeleys.com

San Antonio FL 33576

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

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The Florida Senate

**APPEARANCE RECORD**

2-11-26

Meeting Date

SB 1296

Bill Number or Topic

Government Oversight

Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Heather Hames

Phone 941-993-7189

Address 1424 E. Crawford St.

Email hmhames@gmail.com

Street

Tampa

FL

33604

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

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S-001 (08/10/2021)

The Florida Senate

**APPEARANCE RECORD**

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Government Oversight and Accountability

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name John G. Bell

Phone 352-615-3653

Address 1328 Francesca Pl

Street

Email chefbell3@gmail.com

The Villages FL

City

State

32163

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296

2/11/26

Meeting Date

Bill Number or Topic

Gov't Oversight + Accountability

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Jessica Sawicki

Phone 352-636-2544

Address 35653 Quail Run

Street

Email jessicasawicki1@gmail.com

Leesburg

City

FL

State

34788

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to Senate professional staff conducting the meeting

2/11/26 Meeting Date

SB 1296 Bill Number or Topic

Gov Ops Committee

Amendment Barcode (if applicable)

Name Dr. Rich Templin

Phone 850-224-6926

Address 135 S. Manatee Street

Email

Tallahassee FL 32301 City State Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [X] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[ ] I am appearing without compensation or sponsorship.

[X] I am a registered lobbyist, representing:

Florida AFL-CIO

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to Senate professional staff conducting the meeting

2/11/26

Meeting Date

1296

Bill Number or Topic

GOVT OVERSIGHT

Committee

Amendment Barcode (if applicable)

Name

JUDY NGYING Ngying

Phone

386-77-8062

Address

1992 CANAL RD

Email

judyngying@gmail.com

Street

OKTAWA

State

FL

32738

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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The Florida Senate

**APPEARANCE RECORD**

2/11/2026

Meeting Date

SB 1296

Bill Number or Topic

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Government oversight and Accountability

Committee

Amendment Barcode (if applicable)

Name Jeffrey Miceli Miceli

Phone 813 580 3332

Address 527 Rollingview Dr.  
Street

Email JeffMiceli@Reagan.com

Temple Terrace FL 33617  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

2-11-26

Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

SB1296

Bill Number or Topic

Deliver both copies of this form to  
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Governmental Oversight  
and accountability

Committee

Amendment Barcode (if applicable)

Name John Brent

Phone 904-571-1600

Address 440 Timberwalk Ct  
Street

Email brentj@duval  
schools.org

Ponte Vedra FL 32082  
City State Zip  
Beach

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296

11 FEB 2026

Meeting Date

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Bill Number or Topic

S. GOVT OVERSIGHT &

Committee ACCOUNTABILITY

Amendment Barcode (if applicable)

Name KIM SMITH Phone 8133358694

Address 7029 GLENVIEW DR Email

Street

TAMPA FL 33619

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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The Florida Senate

APPEARANCE RECORD

FEB 11, 2026

Meeting Date

SB1296

Bill Number or Topic

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GOVERNMENT OVERSIGHT ACCOUNTABILITY

Committee

Amendment Barcode (if applicable)

Name MARC ANTHONY JOHNSON

Phone (850) 321-4063

Address 5963 DEFOURES STREET

Street

Email MARC.JOHNSON@LEON.SCHOOLS.NET

7214

City

FL

State

32305

Zip

Speaking: [ ] For [x] Against [ ] Information OR Waive Speaking: [ ] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[x] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022JointRules.pdf (flsenate.gov)

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The Florida Senate

# APPEARANCE RECORD

2/11/26

Meeting Date

SB 1296

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Senate governmental oversi...  
Committee

Amendment Barcode (if applicable)

Name Daniel Martinez

Phone (305) 240-2917

Address 107 E College Ave.  
Street

Email DMartinez@AFPHQ.org

Tallahassee  
City

FL  
State

32301  
Zip

Speaking:  For  Against  Information

OR

Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

Americans for Prosperity

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296  
Bill Number or Topic

2/11/26  
Meeting Date

Deliver both copies of this form to  
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Govt. Oversight &  
Committee

Amendment Barcode (if applicable)

Name Belinda Riffenburg

Phone 813-712-0849

Address 909 Balaye Ridge  
Street

Email

Tpa FL 33619  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

**APPEARANCE RECORD**

2-11-26

Meeting Date

SB 1296

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Governmental Oversight  
and Accountability

Amendment Barcode (if applicable)

Name Tamara Lipson

Phone 904 608-4091

Address 2140 Grassy Basin Ct  
Street

Email tamilipson@gmail.com

Jacksonville, FL 32224  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without  
compensation or sponsorship.

I am a registered lobbyist,  
representing:

I am not a lobbyist, but received  
something of value for my appearance  
(travel, meals, lodging, etc.),  
sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

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02/11/26

Meeting Date

SB 1296

Bill Number or Topic

Governmental Oversight

Committee

Amendment Barcode (if applicable)

Name Scott Turner

Phone 727 808 0850

Address 128 Shore Dr Pl

Street

Email Joeskateboard@gmail.com

Oldsmar FL 34677

City

State

Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [X] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[X] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022JointRules.pdf (flsenate.gov)

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5-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/2026

Meeting Date

Sb 1296

Bill Number or Topic

Governmental overreach

Committee

CLARKE CROCKETT

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name

Clarke Crockett

Phone

843 415 8553

Address

3221 Addison Lane

Email

ClarkeCrockett@gmail.com

Street

Tallahassee

City

FL

State

32317

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support



Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

**APPEARANCE RECORD**

2/11/2026  
Meeting Date

1296  
Bill Number or Topic

Deliver both copies of this form to  
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Senate Government oversight  
Committee

Accountability

Amendment Barcode (if applicable)

Name Jeanette Ransome Phone 904-520-1625

Address 5201 Atlantic Blvd, Unit 203 Email cookieransome@yahoo.in  
Street

Jacksonville, FL 32207  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

- I am appearing without compensation or sponsorship.
- I am a registered lobbyist, representing:
- I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

SB 1296

2/11/26

Meeting Date

Bill Number or Topic

Govt Oversight

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Committee

Amendment Barcode (if applicable)

Name

Patrick Lewicki Lewicki

Phone

813-446-5438

Address

12267 Armenia Gables Cir.

Email

patrick.james.lewicki@gmail.com

Street

Tampa,

FL,

33612

City

State

Zip

Speaking:

For

Against

Information

OR

Waive Speaking:

In Support

Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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The Florida Senate

APPEARANCE RECORD

SB ~~1298~~<sup>SB</sup> 1296

2/11/2026

Meeting Date

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Government Oversight and accountability

Committee

Amendment Barcode (if applicable)

Name Tammie Grant

Phone (352) 816-1385

Address 14039 NE 52<sup>nd</sup> Pl Rd

Street

Email tammiegrant9@yahoo.com

Silver Springs FL

City

State

34488

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

# APPEARANCE RECORD

1294

2/11/24

Meeting Date

Bill Number or Topic

Government Oversight Accountability

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Committee

Amendment Barcode (if applicable)

Name Sherita Reaves

Phone 352 804-4971

Address 4775 NW 27th Ave

Email

Street

Ocala FL 34475

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

### PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

2/11/2026  
Meeting Date

1296  
Bill Number or Topic

Senate Government Oversight and Accountability  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting.

Amendment Barcode (if applicable)

Name Gill Bush

Phone 904-307-0070

Address 5839 Martin Luther King Dr  
Street

Email GBush57446@comcast.net

Jacksonville FL 32219  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

- I am appearing without compensation or sponsorship.
- I am a registered lobbyist, representing:
- I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

2/11/2026

SB 1296

Meeting Date

Bill Number or Topic

Governmental oversight and

Deliver both copies of this form to Senate professional staff conducting the meeting

Committee

Accountability

Amendment Barcode (if applicable)

Name Matthew Yuscakat Yuscakat

Phone 910 354 9776

Address 73 Yerdley ct

Email mattyuscakat@gmail.com

Street

St Augustine FL 32092

City

State

Zip

Speaking: [ ] For [x] Against [ ] Information OR Waive Speaking: [ ] In Support [ ] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[ ] I am appearing without compensation or sponsorship.

[ ] I am a registered lobbyist, representing:

[x] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

FEA

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

1296

Bill Number or Topic

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Government Oversight + Accountability  
Committee

Amendment Barcode (if applicable)

Name Christy Kirkland

Phone 803 698 6832

Address 2828 Gary LN  
Street

Email christykturner@gmail.com

Lakeland FL 33812  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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The Florida Senate

APPEARANCE RECORD

SB 1296

February 11, 2026

Meeting Date

Bill Number or Topic

Governmental Oversight & Accountability  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Shawntrel Jackson

Phone 786 217 5363

Address 15455 N.E. 6AVE C319

Email shawntrelj12@gmail.com

Street

Miami

City

FL

State

33162

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

SB 1296

Feb. 11, 2026

Meeting Date

Gov. Oversight & Acct.

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Bill Number or Topic

Amendment Barcode (if applicable)

Name Kelley Stephenson

Phone 850-585-9594

Address 261 Wee Acres Rd

Street

Email kelleystephenson@gmail.com

Defuniak Springs, FL 32433

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

APPEARANCE RECORD

SB 1296

2/11/2026

Meeting Date

Bill Number or Topic

Public Employees Relations

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Calvin Stewart

Phone 786-234-5785

Address 11050 S.W 224 St

Street

Email CStewartlu291@gmail.com

MIAMI

City

FL

State

33170

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:



I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

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1/22/10/2021

2/11/2026

Meeting Date

The Florida Senate  
**APPEARANCE RECORD**

1796

Bill Number or Topic

Government Oversight Accountability

Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Darryn Duncan

Phone 352-615-3367

Address 5956 NW 65<sup>th</sup> St,

Email darrynduncan@aol.com

Street

Ocala FL 34482

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

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SB 1296

Bill Number or Topic

Amendment Barcode (if applicable)

2/11/26

Meeting Date

Gov't Oversight

Committee

Name Anne Barrett

Phone 850-339-8354

Address 1529 E. Indianhead Dr.

Email mchocchip@me.com

Street

Tallahassee FL 32301

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

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S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

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2-11-25 Meeting Date

1296 PCS Bill Number or Topic

Gov. Oversight & Acc Committee

Amendment Barcode (if applicable)

Name Cathy Boehme (Say Name)

Phone 850-602-3330

Address 213 S. Adams St.

Email

Tallahassee City State Zip

Speaking: [ ] For [ ] Against [ ] Information OR Waive Speaking: [ ] In Support [x] Against

PLEASE CHECK ONE OF THE FOLLOWING:

[ ] I am appearing without compensation or sponsorship.

[x] I am a registered lobbyist, representing:

[ ] I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

Florida Education Association

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. 2020-2022 Joint Rules.pdf (flsenate.gov)

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The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

SB1296

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Government oversight Accountability

Committee

Amendment Barcode (if applicable)

Name Shameka Monroe

Phone (850) 408-9587

Address 1335 Clay ST

Email Shameka430@gmail.com

Tall City

FLA State

32304 Zip

Speaking:  For  Against  Information

OR

Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

The Florida Senate

APPEARANCE RECORD

2/11/2026

Meeting Date

SB 1296

Bill Number or Topic

Government Oversight and Accountability  
Committee

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name David Jimenez

Phone (856) 264-4006

Address 1311 SW 36TH ST  
Street

Email DJimenez@DC78.ORG

Cape Coral FL 33914  
City State Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flisenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to Senate professional staff conducting the meeting

2-11-26

Meeting Date

SB 1296

Bill Number or Topic

Gov't Oversight

Committee

Amendment Barcode (if applicable)

Name Nathan Hoffman

Phone 217-503-7368

Address 215 South Monroe Street

Email Nathan@afloridapromise.org

Tallahassee

FL

32301

City

State

Zip

Speaking:  For  Against  Information

OR

Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing: Foundation for Florida's Future

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2/11/26

Meeting Date

1296

Bill Number or Topic

Deliver both copies of this form to Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name (Jah-vin) ~~xxxxxx~~ Jahvin Gordon

Phone 786-288-1424

Address 136 S Bronagh st

Email JGordon@FLChamber.com

Fullumassee

City

FL

State

32301

Zip

Speaking:  For  Against  Information

OR

Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

Florida Chamber of Commerce

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

**APPEARANCE RECORD**

SB1290

2/11/20

Meeting Date

Bill Number or Topic

Deliver both copies of this form to  
Senate professional staff conducting the meeting

Governmental oversight  
and accountability  
Committee

Amendment Barcode (if applicable)

Name Porsha Hugger

Phone 904.472.9229

Address 6810 Misty View Dr  
Street

Email porsha.hugger@gmail.com

Jacksonville FL 32210  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

**PLEASE CHECK ONE OF THE FOLLOWING:**

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022JointRules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

11 FEB 2026

Meeting Date

1296

Bill Number or Topic

GOVERNMENT OVERSIGHT

Committee

Deliver both copies of this form to Senate professional staff conducting the meeting

Amendment Barcode (if applicable)

Name Dusty Bailey Bailey

Phone 386-724-7052

Address 1760 NW 14 AVE  
Street

Email DUSTYBAILEYLCX@GMAIL.COM

GAINESVILLE FL 32605  
City State Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

- I am appearing without compensation or sponsorship.
- I am a registered lobbyist, representing:
- I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: PCS/SB 1298 (396156)

INTRODUCER: Governmental Oversight and Accountability Committee

SUBJECT: Public Records/Public Employees Relations Commission

DATE: February 10, 2026      REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Harmsen</u>	<u>McVaney</u>	<u>GO</u>	<u>Pre-meeting</u>
2.	<u>                    </u>	<u>                    </u>	<u>AEG</u>	<u>                    </u>
3.	<u>                    </u>	<u>                    </u>	<u>FP</u>	<u>                    </u>

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**Please see Section IX. for Additional Information:**  
COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

PCS/SB 1298 makes confidential and exempt from the public records inspection and copying requirements the showing of interest signed by employees and filed with the commission as part of a petition to revoke the certification of their bargaining unit. The commission may release the showing of interest to any employee, employer, or employee organization that has sufficient reason to believe that any of the signatures obtained on the showings of interest were obtained by collusion, coercion, intimidation, or misrepresentation, or are otherwise invalid.

This bill is subject to the Open Government Sunset Review Act and will be repealed on October 2, 2031, unless reviewed and saved from repeal through reenactment by the Legislature.

The bill provides a statement of public necessity as required by the State Constitution. Because the bill creates or expands a new public record exemption, it requires a two-thirds vote of the members present and voting in each house of the Legislature for final passage.

The bill may increase costs minimally for state and local government agencies.

The bill takes effect July 1, 2026.

## II. Present Situation:

### Access to Public Records - Generally

The State Constitution provides that the public has the right to inspect or copy records made or received in connection with official governmental business.<sup>1</sup> The applies to the official business of any public body, officer, or employee of the state, including all three branches of state government, local governmental entities, and any person acting on behalf of the government.<sup>2</sup>

Additional requirements and exemptions related to public records are found in various statutes and rules, depending on the branch of government involved. For instance, s. 11.0431, F.S., provides public access requirements for legislative records. Relevant exemptions are codified in s. 11.0431(2)-(3), F.S., and adopted in the rules of each house of the legislature.<sup>3</sup> Florida Rule of Judicial Administration 2.420 governs public access to judicial branch records.<sup>4</sup> Lastly, ch. 119, F.S., known as the Public Records Act, provides requirements for public records held by executive agencies.

The Florida Statutes specify conditions under which public access to governmental records must be provided. The Public Records Act guarantees every person's right to inspect and copy any state or local government public record at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public record.<sup>5</sup> A violation of the Public Records Act may result in civil or criminal liability.<sup>6</sup>

### Executive Agency Records – The Public Records Act

The Public Records Act provides that all state, county, and municipal records are open for personal inspection and copying by any person. Each agency has a duty to provide access to public records.<sup>7</sup>

Section 119.011(12), F.S., defines “public records” to include:

[a]ll documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency.

The Florida Supreme Court has interpreted this definition to encompass all materials made or received by an agency in connection with official business which are used to “perpetuate,

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<sup>1</sup> FLA. CONST. art. I, s. 24(a).

<sup>2</sup> *Id.*; see *Sarasota Citizens for Responsible Gov't v. City of Sarasota*, 48 So. 3d 755, 762-763 (Fla. 2010).

<sup>3</sup> See Rule 1.48, *Rules and Manual of the Florida Senate*, (2022-2024) and Rule 14.1, *Rules of the Florida House of Representatives*, Edition 2 (2022-2024).

<sup>4</sup> *State v. Wooten*, 260 So. 3d 1060 (Fla. 4th DCA 2018).

<sup>5</sup> Section 119.07(1)(a), F.S.

<sup>6</sup> Section 119.10, F.S. Public records laws are found throughout the Florida Statutes, as are the penalties for violating those laws.

<sup>7</sup> Section 119.01(1), F.S.

communicate, or formalize knowledge of some type.”<sup>8</sup> It has further held that such material is a public record regardless of whether it is in final form or the ultimate product of an agency.<sup>9</sup>

### **Creation of Public Records Exemptions**

Only the Legislature may create an exemption to public record disclosure and copying requirements.<sup>10</sup> An exemption must be created by general law and must specifically state the public necessity justifying the exemption.<sup>11</sup> Further, the exemption must be no broader than necessary to accomplish the stated purpose of the law. A bill enacting an exemption may not contain other substantive provisions<sup>12</sup> and must pass by a two-thirds vote of the members present and voting in each house of the Legislature.<sup>13</sup>

When creating a public records exemption, the Legislature may provide that a record is “exempt” or “confidential and exempt.” There is a difference between records the Legislature has makes exempt from the Public Records Act and those which the Legislature has makes confidential and exempt from the Public Records Act.<sup>14</sup> Records designated as “confidential and exempt” are not subject to inspection by the public and may only be released under the circumstances defined by statute.<sup>15</sup> Records designated as “exempt” may be released at the discretion of the records custodian under certain circumstances.<sup>16</sup>

### **Open Government Sunset Review Act**

The provisions of s. 119.15, F.S., known as the Open Government Sunset Review Act<sup>17</sup> (the Act), prescribe a legislative review process for newly created or substantially amended<sup>18</sup> public records or open meetings exemptions, with specified exceptions.<sup>19</sup> The Act requires the repeal of such exemption on October 2 of the fifth year after its creation or substantial amendment, unless the Legislature reenacts the exemption.<sup>20</sup>

The Act provides that a public records or open meetings exemption may be created or maintained only if it serves an identifiable public purpose and is no broader than is necessary.<sup>21</sup> An exemption serves an identifiable purpose if the Legislature finds that the purpose of the exemption outweighs open government policy and cannot be accomplished without the exemption and it meets one of the following purposes:

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<sup>8</sup> *Shevin v. Byron, Harless, Schaffer, Reid & Assoc.*, 379 So. 2d 633, 640 (Fla. 1980).

<sup>9</sup> *Id.*

<sup>10</sup> FLA. CONST. art. I, s. 24(c).

<sup>11</sup> *Id.*

<sup>12</sup> The bill may, however, contain multiple exemptions that relate to one subject.

<sup>13</sup> FLA. CONST. art. I, s. 24(c).

<sup>14</sup> *WFTV, Inc. v. The Sch. Bd. of Seminole County*, 874 So. 2d 48, 53 (Fla. 5th DCA 2004).

<sup>15</sup> *Id.*

<sup>16</sup> *Williams v. City of Minneola*, 575 So. 2d 683 (Fla. 5th DCA 1991).

<sup>17</sup> Section 119.15, F.S.

<sup>18</sup> An exemption is considered to be substantially amended if it is expanded to include more records or information or to include meetings as well as records. Section 119.15(4)(b), F.S.

<sup>19</sup> Section 119.15(2)(a) and (b), F.S., provides that exemptions required by federal law or applicable solely to the Legislature or the State Court System are not subject to the Open Government Sunset Review Act.

<sup>20</sup> Section 119.15(3), F.S.

<sup>21</sup> Section 119.15(6)(b), F.S.

- It allows the state or its political subdivisions to effectively and efficiently administer a governmental program, and administration would be significantly impaired without the exemption;<sup>22</sup>
- It protects sensitive, personal information, the release of which would be defamatory, cause unwarranted damage to the good name or reputation of the individual, or would jeopardize the individual's safety. If this public purpose is cited as the basis of an exemption, however, only personal identifying information is exempt;<sup>23</sup> or
- It protects information of a confidential nature concerning entities, such as trade or business secrets.<sup>24</sup>

The Act also requires specified questions to be considered during the review process.<sup>25</sup> In examining an exemption, the Act directs the Legislature to question the purpose and necessity of reenacting the exemption.

If the exemption is continued and expanded, then a public necessity statement and a two-thirds vote for passage are again required.<sup>26</sup> If the exemption is continued without substantive changes or if the exemption is continued and narrowed, then a public necessity statement and a two-thirds vote for passage are *not* required. If the Legislature allows an exemption to expire, the previously exempt records will remain exempt unless otherwise provided by law.<sup>27</sup>

### III. Effect of Proposed Changes:

**Section 1** amends s. 447.308, F.S., to make a showing of interest signed by employees confidential and exempt from public records inspection and copying requirements. These showings of interest are filed with the commission by public employees who are seeking a revocation of certification of their bargaining unit.

The bill allows the commission to release the showing of interest to any employee, employer, or employee organization that has sufficient reason to believe that any of the signatures obtained on the showings of interest were obtained by collusion, coercion, intimidation, or misrepresentation, or are otherwise invalid.

Showings of interest signed by employees who wish to begin representation by a bargaining agent are already made confidential and exempt in s. 447.307(2), F.S., but the commission may release the documents to any employee, employer, or employee organization that has sufficient

<sup>22</sup> Section 119.15(6)(b)1., F.S.

<sup>23</sup> Section 119.15(6)(b)2., F.S.

<sup>24</sup> Section 119.15(6)(b)3., F.S.

<sup>25</sup> Section 119.15(6)(a), F.S. The specified questions are:

- What specific records or meetings are affected by the exemption?
- Whom does the exemption uniquely affect, as opposed to the general public?
- What is the identifiable public purpose or goal of the exemption?
- Can the information contained in the records or discussed in the meeting be readily obtained by alternative means? If so, how?
- Is the record or meeting protected by another exemption?
- Are there multiple exemptions for the same type of record or meeting that it would be appropriate to merge?

<sup>26</sup> See generally s. 119.15, F.S.

<sup>27</sup> Section 119.15(7), F.S.

reason to believe that any of the employee signatures were obtained by collusion, coercion, intimidation, or misrepresentation or are otherwise invalid.

**Section 3** provides that the showing of interest statement signed by public employees indicating their desire to no longer be represented by their bargaining agent should enjoy the same confidentiality and exempt status as those showing of interest statements signed by employees who wish to begin representation by a bargaining agent (which is made exempt in s. 447.307(2), F.S. Additionally, section 3 states that it is necessary to make these documents confidential and exempt to avoid a chilling of the employees' exercise of their right to no longer be represented by a union.

**Section 2** subjects this exemption to the Open Government Sunset Review Act and repeals the exemption on October 2, 2031, unless it is reviewed and saved from repeal through reenactment by the Legislature. Additionally, this section provides that if this expansion is not saved from repeal, the text of subsection 447.308(1), F.S. will revert to its form as it existed on June 30, 2026.

**Section 4** provides that the act takes effect upon becoming a law

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

##### **B. Public Records/Open Meetings Issues:**

###### **Vote Requirement**

Article I, section 24(c) of the State Constitution requires a two-thirds vote of the members present and voting for final passage of a bill creating or expanding an exemption to the public records disclosure requirements. This bill creates a new exemption and thus requires a two-thirds vote to be enacted.

###### **Public Necessity Statement**

Article I, section 24(c) of the State Constitution requires a bill creating or expanding an exemption to the public records disclosure requirements to state with specificity the public necessity justifying the exemption. This bill creates a new exemption and thus a statement of public necessity is required.

Section 3 of the bill contains a statement of public necessity which provides that information protected from public copying and disclosure requirements is necessary to avoid a chilling of the employees' exercise of their right to no longer be represented by a

union and provide similar protections to those employees wishing to no longer be represented by a union as those employees wishing to be represented already enjoy.

### **Breadth of Exemption**

Article I, section 24(c) of the State Constitution requires an exemption to the public records disclosure requirements to be no broader than necessary to accomplish the stated purpose of the law. The breadth of the exemption appears to be no broader than necessary to accomplish the purpose of the laws.

**C. Trust Funds Restrictions:**

None.

**D. State Tax or Fee Increases:**

None.

**E. Other Constitutional Issues:**

None identified.

### **V. Fiscal Impact Statement:**

**A. Tax/Fee Issues:**

None.

**B. Private Sector Impact:**

The private sector may be subject to the cost associated with an agency's review and redactions of exempt records in response to a public records request.

**C. Government Sector Impact:**

The government sector may incur costs related to the review and redaction of exempt records associated with responding to public records requests.

### **VI. Technical Deficiencies:**

None identified.

### **VII. Related Issues:**

None identified.

### **VIII. Statutes Affected:**

This bill substantially amends section 447.308 of the Florida Statutes.

**IX. Additional Information:**

- A. **Committee Substitute – Statement of Substantial Changes:**  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**PCS (396156) by Governmental Oversight and Accountability:**

- Changes the effective date of the creation of the exemption for showing of interest cards for the decertification of a union to “upon becoming a law” rather than July 1, 2026.
- Removes the provision that would have expanded a public records exemption to include the personal identifying information of the commission’s chair, commissioners, hearing officers, and their spouses and children.
- Removes the provision that would have expanded the public records and meetings exemption to make confidential and exempt specified commission deliberations and any draft orders and related written communication that is developed in preparation for, or preliminary to, the issuance of a final written order.

- B. **Amendments:**

None.



GO.GO.02561

Proposed Committee Substitute by the Committee on Governmental Oversight and Accountability

A bill to be entitled

An act relating to public records; amending s. 447.308, F.S.; providing an exemption from public records requirements for a showing of interest signed by the employees or group of employees who no longer desire to be represented by a certified bargaining agent; providing for future legislative review and repeal of the exemption; providing for the reversion of specified statutory text under certain conditions; providing statements of public necessity; providing an effective date.

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

Section 1. Subsection (1) of section 447.308, Florida Statutes, is amended to read:

447.308 Revocation of certification of employee organization.—

(1) Any employee or group of employees which no longer desires to be represented by the certified bargaining agent may file with the commission a petition to revoke certification. The petition ~~must shall~~ be accompanied by dated statements signed by at least 30 percent of the employees in the unit, indicating that such employees no longer desire to be represented for purposes of collective bargaining by the certified bargaining agent. The time of filing said petition ~~is shall be~~ governed by ~~the provisions of~~ s. 447.307(3)(d) relating to petitions for



GO.GO.02561

certification. The showing of interest signed by the employees is confidential and exempt from s. 119.07(1) and s. 24(a), Article I of the State Constitution, except that any employee, employer, or employee organization having sufficient reason to believe any of the employee signatures were obtained by collusion, coercion, intimidation, or misrepresentation or are otherwise invalid shall be given a reasonable opportunity to verify and challenge the signatures appearing on the petition. The commission or one of its designated agents shall investigate the petition to determine its sufficiency. If the commission finds the petition to be insufficient, it may dismiss the petition. If the commission finds that the petition is sufficient, it shall immediately:

(a) Identify the bargaining unit and determine which public employees shall be qualified and entitled to vote in the election held by the commission.

(b) Identify the public employer or employers.

(c) Order an election by secret ballot, the cost of said election to be borne equally by the parties, except as the commission may provide by rule. The commission's order assessing costs of an election may be enforced pursuant to the provisions of this part.

Section 2. The amendment made by this act to s. 447.308(1), Florida Statutes, is subject to the Open Government Sunset Review Act in accordance with s. 119.15, Florida Statutes, and shall stand repealed on October 2, 2031, unless reviewed and saved from repeal through reenactment by the Legislature. If the expansion of the exemption is not saved from repeal, the text of that subsection shall revert to that in existence on June 30,



396156

GO.GO.02561

57 2026, except that any amendments to such text enacted other than  
58 by this act shall be preserved and continue to operate to the  
59 extent that such amendments are not dependent upon the amendment  
60 to the text which expires pursuant to this section.

61 Section 3. The Legislature finds that it is a public  
62 necessity that the showing of interest statements signed by  
63 public employees indicating their desire to no longer be  
64 represented by their bargaining agent be made confidential and  
65 exempt from s. 119.07(1), Florida Statutes, and s. 24(a),  
66 Article I of the State Constitution. The showing of interest  
67 statements signed by public employees indicating their desire to  
68 be represented by a bargaining agent is already confidential and  
69 exempt pursuant to s. 447.307, Florida Statutes, in order to  
70 avoid the practical effect of chilling the employees' exercise  
71 of the right to form and join a union. Similarly, the showing of  
72 interest statements seeking to decertify a union must be kept  
73 confidential in order to avoid the practical effect of chilling  
74 the employees' exercise of the right to no longer be represented  
75 by a union. The Legislature finds that the harm that may result  
76 from the release of this showing of interest information  
77 outweighs any public benefit that may be derived from the  
78 disclosure of the information.

79 Section 4. This act shall take effect upon becoming a law.

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: CS/SB 1298

INTRODUCER: Governmental Oversight and Accountability Committee and Senator Martin

SUBJECT: Public Records/Public Employees Relations Commission

DATE: February 12, 2026      REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Harmsen</u>	<u>McVaney</u>	<u>GO</u>	<u>Fav/CS</u>
2.	_____	_____	<u>AEG</u>	_____
3.	_____	_____	<u>FP</u>	_____

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**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

CS/SB 1298 makes confidential and exempt from the public records inspection and copying requirements the showing of interest signed by employees and filed with the Public Employees Relations Commission (commission) as part of a petition to revoke the certification of their bargaining unit. The commission may release the showing of interest to any employee, employer, or employee organization that has sufficient reason to believe that any of the signatures obtained on the showings of interest were obtained by collusion, coercion, intimidation, or misrepresentation, or are otherwise invalid.

This bill is subject to the Open Government Sunset Review Act and will be repealed on October 2, 2031, unless reviewed and saved from repeal through reenactment by the Legislature.

The bill provides a statement of public necessity as required by the State Constitution. Because the bill creates or expands a new public record exemption, it requires a two-thirds vote of the members present and voting in each house of the Legislature for final passage.

The bill may increase costs minimally for state and local government agencies.

The bill takes effect July 1, 2026.

## II. Present Situation:

### Access to Public Records - Generally

The State Constitution provides that the public has the right to inspect or copy records made or received in connection with official governmental business.<sup>1</sup> The applies to the official business of any public body, officer, or employee of the state, including all three branches of state government, local governmental entities, and any person acting on behalf of the government.<sup>2</sup>

Additional requirements and exemptions related to public records are found in various statutes and rules, depending on the branch of government involved. For instance, s. 11.0431, F.S., provides public access requirements for legislative records. Relevant exemptions are codified in s. 11.0431(2)-(3), F.S., and adopted in the rules of each house of the legislature.<sup>3</sup> Florida Rule of Judicial Administration 2.420 governs public access to judicial branch records.<sup>4</sup> Lastly, ch. 119, F.S., known as the Public Records Act, provides requirements for public records held by executive agencies.

The Florida Statutes specify conditions under which public access to governmental records must be provided. The Public Records Act guarantees every person's right to inspect and copy any state or local government public record at any reasonable time, under reasonable conditions, and under supervision by the custodian of the public record.<sup>5</sup> A violation of the Public Records Act may result in civil or criminal liability.<sup>6</sup>

### Executive Agency Records – The Public Records Act

The Public Records Act provides that all state, county, and municipal records are open for personal inspection and copying by any person. Each agency has a duty to provide access to public records.<sup>7</sup>

Section 119.011(12), F.S., defines “public records” to include:

[a]ll documents, papers, letters, maps, books, tapes, photographs, films, sound recordings, data processing software, or other material, regardless of the physical form, characteristics, or means of transmission, made or received pursuant to law or ordinance or in connection with the transaction of official business by any agency.

The Florida Supreme Court has interpreted this definition to encompass all materials made or received by an agency in connection with official business which are used to “perpetuate,

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<sup>1</sup> FLA. CONST. art. I, s. 24(a).

<sup>2</sup> *Id.*; see *Sarasota Citizens for Responsible Gov't v. City of Sarasota*, 48 So. 3d 755, 762-763 (Fla. 2010).

<sup>3</sup> See Rule 1.48, *Rules and Manual of the Florida Senate*, (2022-2024) and Rule 14.1, *Rules of the Florida House of Representatives*, Edition 2 (2022-2024).

<sup>4</sup> *State v. Wooten*, 260 So. 3d 1060 (Fla. 4th DCA 2018).

<sup>5</sup> Section 119.07(1)(a), F.S.

<sup>6</sup> Section 119.10, F.S. Public records laws are found throughout the Florida Statutes, as are the penalties for violating those laws.

<sup>7</sup> Section 119.01(1), F.S.

communicate, or formalize knowledge of some type.”<sup>8</sup> It has further held that such material is a public record regardless of whether it is in final form or the ultimate product of an agency.<sup>9</sup>

### **Creation of Public Records Exemptions**

Only the Legislature may create an exemption to public record disclosure and copying requirements.<sup>10</sup> An exemption must be created by general law and must specifically state the public necessity justifying the exemption.<sup>11</sup> Further, the exemption must be no broader than necessary to accomplish the stated purpose of the law. A bill enacting an exemption may not contain other substantive provisions<sup>12</sup> and must pass by a two-thirds vote of the members present and voting in each house of the Legislature.<sup>13</sup>

When creating a public records exemption, the Legislature may provide that a record is “exempt” or “confidential and exempt.” There is a difference between records the Legislature has makes exempt from the Public Records Act and those which the Legislature has makes confidential and exempt from the Public Records Act.<sup>14</sup> Records designated as “confidential and exempt” are not subject to inspection by the public and may only be released under the circumstances defined by statute.<sup>15</sup> Records designated as “exempt” may be released at the discretion of the records custodian under certain circumstances.<sup>16</sup>

### **Open Government Sunset Review Act**

The provisions of s. 119.15, F.S., known as the Open Government Sunset Review Act<sup>17</sup> (the Act), prescribe a legislative review process for newly created or substantially amended<sup>18</sup> public records or open meetings exemptions, with specified exceptions.<sup>19</sup> The Act requires the repeal of such exemption on October 2 of the fifth year after its creation or substantial amendment, unless the Legislature reenacts the exemption.<sup>20</sup>

The Act provides that a public records or open meetings exemption may be created or maintained only if it serves an identifiable public purpose and is no broader than is necessary.<sup>21</sup> An exemption serves an identifiable purpose if the Legislature finds that the purpose of the exemption outweighs open government policy and cannot be accomplished without the exemption and it meets one of the following purposes:

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<sup>8</sup> *Shevin v. Byron, Harless, Schaffer, Reid & Assoc.*, 379 So. 2d 633, 640 (Fla. 1980).

<sup>9</sup> *Id.*

<sup>10</sup> FLA. CONST. art. I, s. 24(c).

<sup>11</sup> *Id.*

<sup>12</sup> The bill may, however, contain multiple exemptions that relate to one subject.

<sup>13</sup> FLA. CONST. art. I, s. 24(c).

<sup>14</sup> *WFTV, Inc. v. The Sch. Bd. of Seminole County*, 874 So. 2d 48, 53 (Fla. 5th DCA 2004).

<sup>15</sup> *Id.*

<sup>16</sup> *Williams v. City of Minneola*, 575 So. 2d 683 (Fla. 5th DCA 1991).

<sup>17</sup> Section 119.15, F.S.

<sup>18</sup> An exemption is considered to be substantially amended if it is expanded to include more records or information or to include meetings as well as records. Section 119.15(4)(b), F.S.

<sup>19</sup> Section 119.15(2)(a) and (b), F.S., provides that exemptions required by federal law or applicable solely to the Legislature or the State Court System are not subject to the Open Government Sunset Review Act.

<sup>20</sup> Section 119.15(3), F.S.

<sup>21</sup> Section 119.15(6)(b), F.S.

- It allows the state or its political subdivisions to effectively and efficiently administer a governmental program, and administration would be significantly impaired without the exemption;<sup>22</sup>
- It protects sensitive, personal information, the release of which would be defamatory, cause unwarranted damage to the good name or reputation of the individual, or would jeopardize the individual's safety. If this public purpose is cited as the basis of an exemption, however, only personal identifying information is exempt;<sup>23</sup> or
- It protects information of a confidential nature concerning entities, such as trade or business secrets.<sup>24</sup>

The Act also requires specified questions to be considered during the review process.<sup>25</sup> In examining an exemption, the Act directs the Legislature to question the purpose and necessity of reenacting the exemption.

If the exemption is continued and expanded, then a public necessity statement and a two-thirds vote for passage are again required.<sup>26</sup> If the exemption is continued without substantive changes or if the exemption is continued and narrowed, then a public necessity statement and a two-thirds vote for passage are *not* required. If the Legislature allows an exemption to expire, the previously exempt records will remain exempt unless otherwise provided by law.<sup>27</sup>

### III. Effect of Proposed Changes:

**Section 1** amends s. 447.308, F.S., to make a showing of interest signed by employees confidential and exempt from public records inspection and copying requirements. These showings of interest are filed with the commission by public employees who are seeking a revocation of certification of their bargaining unit.

The bill allows the commission to release the showing of interest to any employee, employer, or employee organization that has sufficient reason to believe that any of the signatures obtained on the showings of interest were obtained by collusion, coercion, intimidation, or misrepresentation, or are otherwise invalid.

Showings of interest signed by employees who wish to begin representation by a bargaining agent are already made confidential and exempt in s. 447.307(2), F.S., but the commission may release the documents to any employee, employer, or employee organization that has sufficient

<sup>22</sup> Section 119.15(6)(b)1., F.S.

<sup>23</sup> Section 119.15(6)(b)2., F.S.

<sup>24</sup> Section 119.15(6)(b)3., F.S.

<sup>25</sup> Section 119.15(6)(a), F.S. The specified questions are:

- What specific records or meetings are affected by the exemption?
- Whom does the exemption uniquely affect, as opposed to the general public?
- What is the identifiable public purpose or goal of the exemption?
- Can the information contained in the records or discussed in the meeting be readily obtained by alternative means? If so, how?
- Is the record or meeting protected by another exemption?
- Are there multiple exemptions for the same type of record or meeting that it would be appropriate to merge?

<sup>26</sup> See generally s. 119.15, F.S.

<sup>27</sup> Section 119.15(7), F.S.

reason to believe that any of the employee signatures were obtained by collusion, coercion, intimidation, or misrepresentation or are otherwise invalid.

**Section 3** provides that the showing of interest statement signed by public employees indicating their desire to no longer be represented by their bargaining agent should enjoy the same confidentiality and exempt status as those showing of interest statements signed by employees who wish to begin representation by a bargaining agent (which is made exempt in s. 447.307(2), F.S. Additionally, section 3 states that it is necessary to make these documents confidential and exempt to avoid a chilling of the employees' exercise of their right to no longer be represented by a union.

**Section 2** subjects this exemption to the Open Government Sunset Review Act and repeals the exemption on October 2, 2031, unless it is reviewed and saved from repeal through reenactment by the Legislature. Additionally, this section provides that if this expansion is not saved from repeal, the text of subsection 447.308(1), F.S. will revert to its form as it existed on June 30, 2026.

**Section 4** provides that the act takes effect upon becoming a law.

#### **IV. Constitutional Issues:**

##### **A. Municipality/County Mandates Restrictions:**

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

##### **B. Public Records/Open Meetings Issues:**

###### **Vote Requirement**

Article I, section 24(c) of the State Constitution requires a two-thirds vote of the members present and voting for final passage of a bill creating or expanding an exemption to the public records disclosure requirements. This bill creates a new exemption and thus requires a two-thirds vote to be enacted.

###### **Public Necessity Statement**

Article I, section 24(c) of the State Constitution requires a bill creating or expanding an exemption to the public records disclosure requirements to state with specificity the public necessity justifying the exemption. This bill creates a new exemption and thus a statement of public necessity is required.

Section 3 of the bill contains a statement of public necessity which provides that information protected from public copying and disclosure requirements is necessary to avoid a chilling of the employees' exercise of their right to no longer be represented by a

union and provide similar protections to those employees wishing to no longer be represented by a union as those employees wishing to be represented already enjoy.

**Breadth of Exemption**

Article I, section 24(c) of the State Constitution requires an exemption to the public records disclosure requirements to be no broader than necessary to accomplish the stated purpose of the law. The breadth of the exemption appears to be no broader than necessary to accomplish the purpose of the laws.

C. Trust Funds Restrictions:

None.

D. State Tax or Fee Increases:

None.

E. Other Constitutional Issues:

None identified.

**V. Fiscal Impact Statement:**

A. Tax/Fee Issues:

None.

B. Private Sector Impact:

The private sector may be subject to the cost associated with an agency's review and redactions of exempt records in response to a public records request.

C. Government Sector Impact:

The government sector may incur costs related to the review and redaction of exempt records associated with responding to public records requests.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends section 447.308 of the Florida Statutes.

**IX. Additional Information:**

- A. **Committee Substitute – Statement of Substantial Changes:**  
(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**CS by Governmental Oversight and Accountability on February 11, 2026:**

- Changes the effective date of the creation of the exemption for showing of interest cards for the decertification of a union to “upon becoming a law” rather than July 1, 2026.
- Removes the provision that would have expanded a public records exemption to include the personal identifying information of the commission’s chair, commissioners, hearing officers, and their spouses and children.
- Removes the provision that would have expanded the public records and meetings exemption to make confidential and exempt specified commission deliberations and any draft orders and related written communication that is developed in preparation for, or preliminary to, the issuance of a final written order.

- B. **Amendments:**

None.

By Senator Martin

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1 A bill to be entitled  
 2 An act relating to public records; amending s.  
 3 119.071, F.S.; providing an exemption from public  
 4 records requirements for the chair, commissioners, and  
 5 hearing officers of the Public Employees Relations  
 6 Commission; providing for retroactive application;  
 7 providing for future legislative review and repeal of  
 8 the exemption; providing for the reversion of  
 9 specified statutory text under certain conditions;  
 10 amending s. 447.205, F.S.; revising the exemption from  
 11 public records requirements for draft orders and  
 12 related written communications or the issuance of any  
 13 order by the commission or its designees; providing  
 14 for future legislative review and repeal of the  
 15 exemption; providing for the reversion of specified  
 16 statutory text under certain conditions; amending s.  
 17 447.308, F.S.; providing an exemption from public  
 18 records requirements for a showing of interest signed  
 19 by the employees or group of employees who no longer  
 20 desire to be represented by a certified bargaining  
 21 agent; providing for future legislative review and  
 22 repeal of the exemption; providing for the reversion  
 23 of specified statutory text under certain conditions;  
 24 providing statements of public necessity; providing an  
 25 effective date.

26  
 27 Be It Enacted by the Legislature of the State of Florida:

28  
 29 Section 1. Paragraph (d) of subsection (4) of section

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30 119.071, Florida Statutes, is amended to read:  
 31 119.071 General exemptions from inspection or copying of  
 32 public records.—  
 33 (4) AGENCY PERSONNEL INFORMATION.—  
 34 (d)1. For purposes of this paragraph, the term:  
 35 a. "Home addresses" means the dwelling location at which an  
 36 individual resides and includes the physical address, mailing  
 37 address, street address, parcel identification number, plot  
 38 identification number, legal property description, neighborhood  
 39 name and lot number, GPS coordinates, and any other descriptive  
 40 property information that may reveal the home address.  
 41 b. "Judicial assistant" means a court employee assigned to  
 42 the following class codes: 8140, 8150, 8310, and 8320.  
 43 c. "Telephone numbers" includes home telephone numbers,  
 44 personal cellular telephone numbers, personal pager telephone  
 45 numbers, and telephone numbers associated with personal  
 46 communications devices.  
 47 2.a. The home addresses, telephone numbers, dates of birth,  
 48 and photographs of active or former sworn law enforcement  
 49 personnel or of active or former civilian personnel employed by  
 50 a law enforcement agency, including correctional and  
 51 correctional probation officers, personnel of the Department of  
 52 Children and Families whose duties include the investigation of  
 53 abuse, neglect, exploitation, fraud, theft, or other criminal  
 54 activities, personnel of the Department of Health whose duties  
 55 are to support the investigation of child abuse or neglect, and  
 56 personnel of the Department of Revenue or local governments  
 57 whose responsibilities include revenue collection and  
 58 enforcement or child support enforcement; the names, home

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59 addresses, telephone numbers, photographs, dates of birth, and  
60 places of employment of the spouses and children of such  
61 personnel; and the names and locations of schools and day care  
62 facilities attended by the children of such personnel are exempt  
63 from s. 119.07(1) and s. 24(a), Art. I of the State  
64 Constitution.

65 b. The home addresses, telephone numbers, dates of birth,  
66 and photographs of current or former nonsworn investigative  
67 personnel of the Department of Financial Services whose duties  
68 include the investigation of fraud, theft, workers' compensation  
69 coverage requirements and compliance, other related criminal  
70 activities, or state regulatory requirement violations; the  
71 names, home addresses, telephone numbers, dates of birth, and  
72 places of employment of the spouses and children of such  
73 personnel; and the names and locations of schools and day care  
74 facilities attended by the children of such personnel are exempt  
75 from s. 119.07(1) and s. 24(a), Art. I of the State  
76 Constitution.

77 c. The home addresses, telephone numbers, dates of birth,  
78 and photographs of current or former nonsworn investigative  
79 personnel of the Office of Financial Regulation's Bureau of  
80 Financial Investigations whose duties include the investigation  
81 of fraud, theft, other related criminal activities, or state  
82 regulatory requirement violations; the names, home addresses,  
83 telephone numbers, dates of birth, and places of employment of  
84 the spouses and children of such personnel; and the names and  
85 locations of schools and day care facilities attended by the  
86 children of such personnel are exempt from s. 119.07(1) and s.  
87 24(a), Art. I of the State Constitution.

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88 d. The home addresses, telephone numbers, dates of birth,  
89 and photographs of current or former firefighters certified in  
90 compliance with s. 633.408; the names, home addresses, telephone  
91 numbers, photographs, dates of birth, and places of employment  
92 of the spouses and children of such firefighters; and the names  
93 and locations of schools and day care facilities attended by the  
94 children of such firefighters are exempt from s. 119.07(1) and  
95 s. 24(a), Art. I of the State Constitution.

96 e. The home addresses, dates of birth, and telephone  
97 numbers of current or former justices of the Supreme Court,  
98 district court of appeal judges, circuit court judges, and  
99 county court judges and current judicial assistants; the names,  
100 home addresses, telephone numbers, dates of birth, and places of  
101 employment of the spouses and children of current or former  
102 justices and judges and current judicial assistants; and the  
103 names and locations of schools and day care facilities attended  
104 by the children of current or former justices and judges and of  
105 current judicial assistants are exempt from s. 119.07(1) and s.  
106 24(a), Art. I of the State Constitution. This sub-subparagraph  
107 is subject to the Open Government Sunset Review Act in  
108 accordance with s. 119.15 and shall stand repealed on October 2,  
109 2028, unless reviewed and saved from repeal through reenactment  
110 by the Legislature.

111 f. The home addresses, telephone numbers, dates of birth,  
112 and photographs of current or former state attorneys, assistant  
113 state attorneys, statewide prosecutors, or assistant statewide  
114 prosecutors; the names, home addresses, telephone numbers,  
115 photographs, dates of birth, and places of employment of the  
116 spouses and children of current or former state attorneys,

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117 assistant state attorneys, statewide prosecutors, or assistant  
 118 statewide prosecutors; and the names and locations of schools  
 119 and day care facilities attended by the children of current or  
 120 former state attorneys, assistant state attorneys, statewide  
 121 prosecutors, or assistant statewide prosecutors are exempt from  
 122 s. 119.07(1) and s. 24(a), Art. I of the State Constitution.

123 g. The home addresses, dates of birth, and telephone  
 124 numbers of general magistrates, special magistrates, judges of  
 125 compensation claims, administrative law judges of the Division  
 126 of Administrative Hearings, ~~and~~ child support enforcement  
 127 hearing officers, and the chair, commissioners, and hearing  
 128 officers of the Public Employees Relations Commission; the  
 129 names, home addresses, telephone numbers, dates of birth, and  
 130 places of employment of the spouses and children of general  
 131 magistrates, special magistrates, judges of compensation claims,  
 132 administrative law judges of the Division of Administrative  
 133 Hearings, ~~and~~ child support enforcement hearing officers, and  
 134 the chair, commissioners, and hearing officers of the Public  
 135 Employees Relations Commission; and the names and locations of  
 136 schools and day care facilities attended by the children of  
 137 general magistrates, special magistrates, judges of compensation  
 138 claims, administrative law judges of the Division of  
 139 Administrative Hearings, ~~and~~ child support enforcement hearing  
 140 officers, and the chair, commissioners, and hearing officers of  
 141 the Public Employees Relations Commission are exempt from s.  
 142 119.07(1) and s. 24(a), Art. I of the State Constitution.

143 h. The home addresses, telephone numbers, dates of birth,  
 144 and photographs of current or former human resource, labor  
 145 relations, or employee relations directors, assistant directors,

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146 managers, or assistant managers of any local government agency  
 147 or water management district whose duties include hiring and  
 148 firing employees, labor contract negotiation, administration, or  
 149 other personnel-related duties; the names, home addresses,  
 150 telephone numbers, dates of birth, and places of employment of  
 151 the spouses and children of such personnel; and the names and  
 152 locations of schools and day care facilities attended by the  
 153 children of such personnel are exempt from s. 119.07(1) and s.  
 154 24(a), Art. I of the State Constitution.

155 i. The home addresses, telephone numbers, dates of birth,  
 156 and photographs of current or former code enforcement officers;  
 157 the names, home addresses, telephone numbers, dates of birth,  
 158 and places of employment of the spouses and children of such  
 159 personnel; and the names and locations of schools and day care  
 160 facilities attended by the children of such personnel are exempt  
 161 from s. 119.07(1) and s. 24(a), Art. I of the State  
 162 Constitution.

163 j. The home addresses, telephone numbers, places of  
 164 employment, dates of birth, and photographs of current or former  
 165 guardians ad litem, as defined in s. 39.01; the names, home  
 166 addresses, telephone numbers, dates of birth, and places of  
 167 employment of the spouses and children of such persons; and the  
 168 names and locations of schools and day care facilities attended  
 169 by the children of such persons are exempt from s. 119.07(1) and  
 170 s. 24(a), Art. I of the State Constitution.

171 k. The home addresses, telephone numbers, dates of birth,  
 172 and photographs of current or former juvenile probation  
 173 officers, juvenile probation supervisors, detention  
 174 superintendents, assistant detention superintendents, juvenile

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175 justice detention officers I and II, juvenile justice detention  
 176 officer supervisors, juvenile justice residential officers,  
 177 juvenile justice residential officer supervisors I and II,  
 178 juvenile justice counselors, juvenile justice counselor  
 179 supervisors, human services counselor administrators, senior  
 180 human services counselor administrators, rehabilitation  
 181 therapists, and social services counselors of the Department of  
 182 Juvenile Justice; the names, home addresses, telephone numbers,  
 183 dates of birth, and places of employment of spouses and children  
 184 of such personnel; and the names and locations of schools and  
 185 day care facilities attended by the children of such personnel  
 186 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 187 Constitution.

188       1. The home addresses, telephone numbers, dates of birth,  
 189 and photographs of current or former public defenders, assistant  
 190 public defenders, criminal conflict and civil regional counsel,  
 191 and assistant criminal conflict and civil regional counsel; the  
 192 names, home addresses, telephone numbers, dates of birth, and  
 193 places of employment of the spouses and children of current or  
 194 former public defenders, assistant public defenders, criminal  
 195 conflict and civil regional counsel, and assistant criminal  
 196 conflict and civil regional counsel; and the names and locations  
 197 of schools and day care facilities attended by the children of  
 198 current or former public defenders, assistant public defenders,  
 199 criminal conflict and civil regional counsel, and assistant  
 200 criminal conflict and civil regional counsel are exempt from s.  
 201 119.07(1) and s. 24(a), Art. I of the State Constitution.

202       m. The home addresses, telephone numbers, dates of birth,  
 203 and photographs of current or former investigators or inspectors

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204 of the Department of Business and Professional Regulation; the  
 205 names, home addresses, telephone numbers, dates of birth, and  
 206 places of employment of the spouses and children of such current  
 207 or former investigators and inspectors; and the names and  
 208 locations of schools and day care facilities attended by the  
 209 children of such current or former investigators and inspectors  
 210 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 211 Constitution.

212       n. The home addresses, telephone numbers, and dates of  
 213 birth of county tax collectors; the names, home addresses,  
 214 telephone numbers, dates of birth, and places of employment of  
 215 the spouses and children of such tax collectors; and the names  
 216 and locations of schools and day care facilities attended by the  
 217 children of such tax collectors are exempt from s. 119.07(1) and  
 218 s. 24(a), Art. I of the State Constitution.

219       o. The home addresses, telephone numbers, dates of birth,  
 220 and photographs of current or former personnel of the Department  
 221 of Health whose duties include, or result in, the determination  
 222 or adjudication of eligibility for social security disability  
 223 benefits, the investigation or prosecution of complaints filed  
 224 against health care practitioners, or the inspection of health  
 225 care practitioners or health care facilities licensed by the  
 226 Department of Health; the names, home addresses, telephone  
 227 numbers, dates of birth, and places of employment of the spouses  
 228 and children of such personnel; and the names and locations of  
 229 schools and day care facilities attended by the children of such  
 230 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of  
 231 the State Constitution.

232       p. The home addresses, telephone numbers, dates of birth,

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233 and photographs of current or former impaired practitioner  
 234 consultants who are retained by an agency or current or former  
 235 employees of an impaired practitioner consultant whose duties  
 236 result in a determination of a person's skill and safety to  
 237 practice a licensed profession; the names, home addresses,  
 238 telephone numbers, dates of birth, and places of employment of  
 239 the spouses and children of such consultants or their employees;  
 240 and the names and locations of schools and day care facilities  
 241 attended by the children of such consultants or employees are  
 242 exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 243 Constitution.

244 q. The home addresses, telephone numbers, dates of birth,  
 245 and photographs of current or former emergency medical  
 246 technicians or paramedics certified under chapter 401; the  
 247 names, home addresses, telephone numbers, dates of birth, and  
 248 places of employment of the spouses and children of such  
 249 emergency medical technicians or paramedics; and the names and  
 250 locations of schools and day care facilities attended by the  
 251 children of such emergency medical technicians or paramedics are  
 252 exempt from s. 119.07(1) and s. 24(a), Art. I of the State  
 253 Constitution.

254 r. The home addresses, telephone numbers, dates of birth,  
 255 and photographs of current or former personnel employed in an  
 256 agency's office of inspector general or internal audit  
 257 department whose duties include auditing or investigating waste,  
 258 fraud, abuse, theft, exploitation, or other activities that  
 259 could lead to criminal prosecution or administrative discipline;  
 260 the names, home addresses, telephone numbers, dates of birth,  
 261 and places of employment of spouses and children of such

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262 personnel; and the names and locations of schools and day care  
 263 facilities attended by the children of such personnel are exempt  
 264 from s. 119.07(1) and s. 24(a), Art. I of the State  
 265 Constitution.

266 s. The home addresses, telephone numbers, dates of birth,  
 267 and photographs of current or former directors, managers,  
 268 supervisors, nurses, and clinical employees of an addiction  
 269 treatment facility; the home addresses, telephone numbers,  
 270 photographs, dates of birth, and places of employment of the  
 271 spouses and children of such personnel; and the names and  
 272 locations of schools and day care facilities attended by the  
 273 children of such personnel are exempt from s. 119.07(1) and s.  
 274 24(a), Art. I of the State Constitution. For purposes of this  
 275 sub-subparagraph, the term "addiction treatment facility" means  
 276 a county government, or agency thereof, that is licensed  
 277 pursuant to s. 397.401 and provides substance abuse prevention,  
 278 intervention, or clinical treatment, including any licensed  
 279 service component described in s. 397.311(27).

280 t. The home addresses, telephone numbers, dates of birth,  
 281 and photographs of current or former directors, managers,  
 282 supervisors, and clinical employees of a child advocacy center  
 283 that meets the standards of s. 39.3035(2) and fulfills the  
 284 screening requirement of s. 39.3035(3), and the members of a  
 285 Child Protection Team as described in s. 39.303 whose duties  
 286 include supporting the investigation of child abuse or sexual  
 287 abuse, child abandonment, child neglect, and child exploitation  
 288 or to provide services as part of a multidisciplinary case  
 289 review team; the names, home addresses, telephone numbers,  
 290 photographs, dates of birth, and places of employment of the

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291 spouses and children of such personnel and members; and the  
 292 names and locations of schools and day care facilities attended  
 293 by the children of such personnel and members are exempt from s.  
 294 119.07(1) and s. 24(a), Art. I of the State Constitution.

295 u. The home addresses, telephone numbers, places of  
 296 employment, dates of birth, and photographs of current or former  
 297 staff and domestic violence advocates, as defined in s.  
 298 90.5036(1)(b), of domestic violence centers certified by the  
 299 Department of Children and Families under chapter 39; the names,  
 300 home addresses, telephone numbers, places of employment, dates  
 301 of birth, and photographs of the spouses and children of such  
 302 personnel; and the names and locations of schools and day care  
 303 facilities attended by the children of such personnel are exempt  
 304 from s. 119.07(1) and s. 24(a), Art. I of the State  
 305 Constitution.

306 v. The home addresses, telephone numbers, dates of birth,  
 307 and photographs of current or former inspectors or investigators  
 308 of the Department of Agriculture and Consumer Services; the  
 309 names, home addresses, telephone numbers, dates of birth, and  
 310 places of employment of the spouses and children of current or  
 311 former inspectors or investigators; and the names and locations  
 312 of schools and day care facilities attended by the children of  
 313 current or former inspectors or investigators are exempt from s.  
 314 119.07(1) and s. 24(a), Art. I of the State Constitution. This  
 315 sub-subparagraph is subject to the Open Government Sunset Review  
 316 Act in accordance with s. 119.15 and shall stand repealed on  
 317 October 2, 2028, unless reviewed and saved from repeal through  
 318 reenactment by the Legislature.

319 w. The home addresses, telephone numbers, dates of birth,

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320 and photographs of current county attorneys, assistant county  
 321 attorneys, deputy county attorneys, city attorneys, assistant  
 322 city attorneys, and deputy city attorneys; the names, home  
 323 addresses, telephone numbers, photographs, dates of birth, and  
 324 places of employment of the spouses and children of current  
 325 county attorneys, assistant county attorneys, deputy county  
 326 attorneys, city attorneys, assistant city attorneys, and deputy  
 327 city attorneys; and the names and locations of schools and day  
 328 care facilities attended by the children of current county  
 329 attorneys, assistant county attorneys, deputy county attorneys,  
 330 city attorneys, assistant city attorneys, and deputy city  
 331 attorneys are exempt from s. 119.07(1) and s. 24(a), Art. I of  
 332 the State Constitution. This exemption does not apply to a  
 333 county attorney, assistant county attorney, deputy county  
 334 attorney, city attorney, assistant city attorney, or deputy city  
 335 attorney who qualifies as a candidate for election to public  
 336 office. This sub-subparagraph is subject to the Open Government  
 337 Sunset Review Act in accordance with s. 119.15 and shall stand  
 338 repealed on October 2, 2029, unless reviewed and saved from  
 339 repeal through reenactment by the Legislature.

340 x. The home addresses, telephone numbers, dates of birth,  
 341 and photographs of current or former commissioners of the  
 342 Florida Gaming Control Commission; the names, home addresses,  
 343 telephone numbers, dates of birth, photographs, and places of  
 344 employment of the spouses and children of such current or former  
 345 commissioners; and the names and locations of schools and day  
 346 care facilities attended by the children of such current or  
 347 former commissioners are exempt from s. 119.07(1) and s. 24(a),  
 348 Art. I of the State Constitution. This sub-subparagraph is

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349 subject to the Open Government Sunset Review Act in accordance  
350 with s. 119.15 and shall stand repealed on October 2, 2029,  
351 unless reviewed and saved from repeal through reenactment by the  
352 Legislature.

353 y. The home addresses, telephone numbers, dates of birth,  
354 and photographs of current clerks of the circuit court, deputy  
355 clerks of the circuit court, and clerk of the circuit court  
356 personnel; the names, home addresses, telephone numbers, dates  
357 of birth, and places of employment of the spouses and children  
358 of current clerks of the circuit court, deputy clerks of the  
359 circuit court, and clerk of the circuit court personnel; and the  
360 names and locations of schools and day care facilities attended  
361 by the children of current clerks of the circuit court, deputy  
362 clerks of the circuit court, and clerk of the circuit court  
363 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of  
364 the State Constitution. This sub-subparagraph is subject to the  
365 Open Government Sunset Review Act in accordance with s. 119.15  
366 and shall stand repealed on October 2, 2029, unless reviewed and  
367 saved from repeal through reenactment by the Legislature.

368 z.(I) As used in this sub-subparagraph, the term:

369 (A) "Congressional member" means a person who is elected to  
370 serve as a member of the United States House of Representatives  
371 or is elected or appointed to serve as a member of the United  
372 States Senate.

373 (B) "Partial home address" means the dwelling location at  
374 which an individual resides and includes the physical address,  
375 mailing address, street address, parcel identification number,  
376 plot identification number, legal property description,  
377 neighborhood name and lot number, GPS coordinates, and any other

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378 descriptive property information that may reveal the partial  
379 home address, except for the city and zip code.

380 (C) "Public officer" means a person who holds one of the  
381 following offices: Governor, Lieutenant Governor, Chief  
382 Financial Officer, Attorney General, Agriculture Commissioner,  
383 state representative, state senator, property appraiser,  
384 supervisor of elections, school superintendent, school board  
385 member, mayor, city commissioner, or county commissioner.

386 (II) The following information is exempt from s. 119.07(1)  
387 and s. 24(a), Art. I of the State Constitution:

388 (A) The partial home addresses of a current congressional  
389 member or public officer and his or her spouse or adult child.

390 (B) The telephone numbers of a current congressional member  
391 or public officer and his or her spouse or adult child.

392 (C) The name, home addresses, telephone numbers, and date  
393 of birth of a minor child of a current congressional member or  
394 public officer and the name and location of the school or day  
395 care facility attended by the minor child.

396 (III) This sub-subparagraph is subject to the Open  
397 Government Sunset Review Act in accordance with s. 119.15 and  
398 shall stand repealed on October 2, 2030, unless reviewed and  
399 saved from repeal through reenactment by the Legislature.

400 3.a. An agency that is the custodian of the information  
401 specified in subparagraph 2. and that is not the employer of the  
402 officer, employee, justice, judge, or other person specified in  
403 subparagraph 2. must maintain the exempt status of that  
404 information only if the officer, employee, justice, judge, other  
405 person, or employing agency of the designated employee submits a  
406 written and notarized request for maintenance of the exemption

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407 to the custodial agency. The request must state under oath the  
 408 statutory basis for the individual's exemption request and  
 409 confirm the individual's status as a party eligible for exempt  
 410 status.

411 b. An agency that is the custodian of information specified  
 412 in sub-subparagraph 2.z. and that is not the employer of the  
 413 congressional member, public officer, or other person specified  
 414 in sub-subparagraph 2.z. must maintain the exempt status of that  
 415 information only if an individual requests the maintenance of an  
 416 exemption pursuant to sub-subparagraph 2.z. on the basis of  
 417 eligibility as a current congressional member or public officer  
 418 and his or her spouse or child submits, as part of the written  
 419 and notarized request required by sub-subparagraph a., the date  
 420 of the congressional member's or public officer's election or  
 421 appointment to public office, the date on which that office is  
 422 next subject to election, and, if applicable, the date on which  
 423 the current congressional member's or public officer's minor  
 424 child reaches the age of majority. The custodian must maintain  
 425 an exemption granted pursuant to sub-subparagraph 2.z. until the  
 426 qualifying conditions for the exemption no longer apply to the  
 427 person subject to the exemption.

428 4.a. A county property appraiser, as defined in s.  
 429 192.001(3), or a county tax collector, as defined in s.  
 430 192.001(4), who receives a written and notarized request for  
 431 maintenance of the exemption pursuant to subparagraph 3. must  
 432 comply by removing the name of the individual with exempt status  
 433 and the instrument number or Official Records book and page  
 434 number identifying the property with the exempt status from all  
 435 publicly available records maintained by the property appraiser

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436 or tax collector. For written requests received on or before  
 437 July 1, 2021, a county property appraiser or county tax  
 438 collector must comply with this sub-subparagraph by October 1,  
 439 2021. A county property appraiser or county tax collector may  
 440 not remove the street address, legal description, or other  
 441 information identifying real property within the agency's  
 442 records so long as a name or personal information otherwise  
 443 exempt from inspection and copying pursuant to this section is  
 444 not associated with the property or otherwise displayed in the  
 445 public records of the agency.

446 b. Any information restricted from public display,  
 447 inspection, or copying under sub-subparagraph a. must be  
 448 provided to the individual whose information was removed.

449 5. An officer, an employee, a justice, a judge, or other  
 450 person specified in subparagraph 2. may submit a written request  
 451 for the release of his or her exempt information to the  
 452 custodial agency. The written request must be notarized and must  
 453 specify the information to be released and the party authorized  
 454 to receive the information. Upon receipt of the written request,  
 455 the custodial agency must release the specified information to  
 456 the party authorized to receive such information.

457 6. The exemptions in this paragraph apply to information  
 458 held by an agency before, on, or after the effective date of the  
 459 exemption.

460 7. Information made exempt under this paragraph may be  
 461 disclosed pursuant to s. 28.2221 to a title insurer authorized  
 462 pursuant to s. 624.401 and its affiliates as defined in s.  
 463 624.10; a title insurance agent or title insurance agency as  
 464 defined in s. 626.841(1) or (2), respectively; or an attorney

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465 duly admitted to practice law in this state and in good standing  
466 with The Florida Bar.

467 8. The exempt status of a home address contained in the  
468 Official Records is maintained only during the period when a  
469 protected party resides at the dwelling location. Upon  
470 conveyance of real property after October 1, 2021, and when such  
471 real property no longer constitutes a protected party's home  
472 address as defined in sub-subparagraph 1.a., the protected party  
473 must submit a written request to release the removed information  
474 to the county recorder. The written request to release the  
475 removed information must be notarized, must confirm that a  
476 protected party's request for release is pursuant to a  
477 conveyance of his or her dwelling location, and must specify the  
478 Official Records book and page, instrument number, or clerk's  
479 file number for each document containing the information to be  
480 released.

481 9. Upon the death of a protected party as verified by a  
482 certified copy of a death certificate or court order, any party  
483 can request the county recorder to release a protected  
484 decedent's removed information unless there is a related request  
485 on file with the county recorder for continued removal of the  
486 decedent's information or unless such removal is otherwise  
487 prohibited by statute or by court order. The written request to  
488 release the removed information upon the death of a protected  
489 party must attach the certified copy of a death certificate or  
490 court order and must be notarized, must confirm the request for  
491 release is due to the death of a protected party, and must  
492 specify the Official Records book and page number, instrument  
493 number, or clerk's file number for each document containing the

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494 information to be released. A fee may not be charged for the  
495 release of any document pursuant to such request.

496 Section 2. The amendment made by this act to s.  
497 119.071(4)(d)2.g., Florida Statutes, is subject to the Open  
498 Government Sunset Review Act in accordance with s. 119.15,  
499 Florida Statutes, and shall stand repealed on October 2, 2031,  
500 unless reviewed and saved from repeal through reenactment by the  
501 Legislature. If the expansion of the exemption is not saved from  
502 repeal, the text of that sub-subparagraph shall revert to that  
503 in existence on June 30, 2026, except that any amendments to  
504 such text enacted other than by this act shall be preserved and  
505 continue to operate to the extent that such amendments are not  
506 dependent upon the amendment to the text which expires pursuant  
507 to this section.

508 Section 3. Subsection (10) of section 447.205, Florida  
509 Statutes, is amended to read:

510 447.205 Public Employees Relations Commission.—

511 (10) The deliberations of the commission ~~in any proceeding~~  
512 ~~before it~~ are closed and exempt from ~~the provisions of s.~~  
513 286.011. However, any hearing held or oral argument heard by the  
514 commission pursuant to this chapter or chapter 120 is ~~or this~~  
515 ~~chapter shall be~~ open to the public. All draft orders and  
516 related written communications that are developed in preparation  
517 for, or preliminary to, the issuance of any order by the  
518 commission or its designees a final written order are  
519 confidential and exempt from ~~the provisions of s. 119.07(1) and~~  
520 s. 24(a), Art. I of the State Constitution.

521 Section 4. The amendment made by this act to s.

522 447.205(10), Florida Statutes, is subject to the Open Government

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523 Sunset Review Act in accordance with s. 119.15, Florida  
 524 Statutes, and shall stand repealed on October 2, 2031, unless  
 525 reviewed and saved from repeal through reenactment by the  
 526 Legislature. If the expansion of the exemption is not saved from  
 527 repeal, the text of that subsection shall revert to that in  
 528 existence on June 30, 2026, except that any amendments to such  
 529 text enacted other than by this act shall be preserved and  
 530 continue to operate to the extent that such amendments are not  
 531 dependent upon the amendment to the text which expires pursuant  
 532 to this section.

533 Section 5. Subsection (1) of section 447.308, Florida  
 534 Statutes, is amended to read:

535 447.308 Revocation of certification of employee  
 536 organization.—

537 (1) Any employee or group of employees which no longer  
 538 desires to be represented by the certified bargaining agent may  
 539 file with the commission a petition to revoke certification. The  
 540 petition must ~~shall~~ be accompanied by dated statements signed by  
 541 at least 30 percent of the employees in the unit, indicating  
 542 that such employees no longer desire to be represented for  
 543 purposes of collective bargaining by the certified bargaining  
 544 agent. The time of filing said petition ~~is shall~~ be governed by  
 545 ~~the provisions of~~ s. 447.307(3) (d) relating to petitions for  
 546 certification. The showing of interest signed by the employees  
 547 is confidential and exempt from s. 119.07(1) and s. 24(a),  
 548 Article I of the State Constitution, except that any employee,  
 549 employer, or employee organization having sufficient reason to  
 550 believe any of the employee signatures were obtained by  
 551 collusion, coercion, intimidation, or misrepresentation or are

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552 otherwise invalid shall be given a reasonable opportunity to  
 553 verify and challenge the signatures appearing on the petition.  
 554 The commission or one of its designated agents shall investigate  
 555 the petition to determine its sufficiency. If the commission  
 556 finds the petition to be insufficient, it may dismiss the  
 557 petition. If the commission finds that the petition is  
 558 sufficient, it shall immediately:

559 (a) Identify the bargaining unit and determine which public  
 560 employees shall be qualified and entitled to vote in the  
 561 election held by the commission.

562 (b) Identify the public employer or employers.

563 (c) Order an election by secret ballot, the cost of said  
 564 election to be borne equally by the parties, except as the  
 565 commission may provide by rule. The commission's order assessing  
 566 costs of an election may be enforced pursuant to the provisions  
 567 of this part.

568 Section 6. The amendment made by this act to s. 447.308(1),  
 569 Florida Statutes, is subject to the Open Government Sunset  
 570 Review Act in accordance with s. 119.15, Florida Statutes, and  
 571 shall stand repealed on October 2, 2031, unless reviewed and  
 572 saved from repeal through reenactment by the Legislature. If the  
 573 expansion of the exemption is not saved from repeal, the text of  
 574 that subsection shall revert to that in existence on June 30,  
 575 2026, except that any amendments to such text enacted other than  
 576 by this act shall be preserved and continue to operate to the  
 577 extent that such amendments are not dependent upon the amendment  
 578 to the text which expires pursuant to this section.

579 Section 7. (1) The Legislature finds that it is a public  
 580 necessity that the home addresses, dates of birth, and telephone

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581 numbers of the chair, commissioners, and hearing officers of the  
 582 Public Employees Relations Commission; the names, home  
 583 addresses, telephone numbers, dates of birth, and places of  
 584 employment of the spouses and children of such personnel; and  
 585 the names and locations of schools and day care facilities  
 586 attended by the children of such personnel be made exempt from  
 587 s. 119.07(1), Florida Statutes, and s. 24(a), Article I of the  
 588 State Constitution. Such personnel and their families are at a  
 589 heightened risk of physical and emotional harm from disgruntled  
 590 individuals who have contentious reactions to actions taken by  
 591 the commission. In addition, such personnel may be subject to  
 592 threats or acts of revenge because of the duties they perform.  
 593 The spouses and children of such personnel are also endangered  
 594 by individuals who seek to intimidate or harm such personnel.  
 595 The Legislature finds that the harm that may result from the  
 596 release of such personal identifying and location information  
 597 outweighs any public benefit that may be derived from the  
 598 disclosure of the information.

599 (2) The Legislature finds that it is a public necessity  
 600 that draft orders and related written communications that are  
 601 developed in preparation for, or preliminary to, the issuance of  
 602 any order by the Public Employees Relations Commission or its  
 603 designees be made confidential and exempt from s. 119.07(1),  
 604 Florida Statutes, and s. 24(a), Article I of the State  
 605 Constitution. The Public Employees Relations Commission, as a  
 606 quasi-judicial agency, speaks through its written orders based  
 607 on the law and facts. The commission and its hearing officers  
 608 rely on the confidentiality of draft orders and written  
 609 communications related to these drafts before they become final

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610 and are released to the public. The existing provision in s.  
 611 447.205(10), Florida Statutes, addresses this confidentiality  
 612 and recognizes its importance to the proper functioning of the  
 613 commission. However, it was adopted in 1977, with the only  
 614 substantive amendment being made in 1991. To avoid the existing  
 615 provision from being inadvertently read so as to allow public  
 616 access to draft orders or commission deliberations, including  
 617 preliminary work prepared by commission hearing officers, the  
 618 Legislature finds that it is a public necessity that the  
 619 language of the provision providing for confidentiality and  
 620 exemption of commission deliberations and draft orders be  
 621 clarified to reflect updates in technology, current practices of  
 622 the commission related to the use of hearing officers, and  
 623 modern methods of communication. The confidentiality and  
 624 exemption of commission deliberations and draft orders are  
 625 essential to the operation of the commission. Likewise, the  
 626 confidentiality and exemption of written communications related  
 627 to draft orders are essential to the operation of the commission  
 628 given updates in technology, commission practice of using  
 629 hearing officers as designees to prepare draft orders and assist  
 630 in preparing final orders, and modern methods of communication.  
 631 The Legislature further finds that the harm that may result from  
 632 the release of written communications related to draft orders,  
 633 in light of current technology, practices, and methods of  
 634 communication, outweighs any public benefit that may be derived  
 635 from the disclosure of such written communications.

636 (3) The Legislature further finds that it is a public  
 637 necessity that the showing of interest statements signed by  
 638 public employees indicating their desire to no longer be

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639 represented by their bargaining agent be made confidential and  
640 exempt from s. 119.07(1), Florida Statutes, and s. 24(a),  
641 Article I of the State Constitution. The showing of interest  
642 statements signed by public employees indicating their desire to  
643 be represented by a bargaining agent is already confidential and  
644 exempt pursuant to s. 447.307, Florida Statutes, in order to  
645 avoid the practical effect of chilling the employees' exercise  
646 of the right to form and join a union. Similarly, the showing of  
647 interest statements seeking to decertify a union must be kept  
648 confidential in order to avoid the practical effect of chilling  
649 the employees' exercise of the right to no longer be represented  
650 by a union. The Legislature finds that the harm that may result  
651 from the release of this showing of interest information  
652 outweighs any public benefit that may be derived from the  
653 disclosure of the information.

654 Section 8. This act shall take effect July 1, 2026.

The Florida Senate

APPEARANCE RECORD

Deliver both copies of this form to  
Senate professional staff conducting the meeting

2/11/26

Meeting Date

SB 298

Bill Number or Topic

Govt Oversight

Committee

Amendment Barcode (if applicable)

Name Bolinda Riffenburg

Phone 813-712-0849

Address 909 Balayo Ridge Cir

Email

Street

Tpa FL 33619

City

State

Zip

Speaking:  For  Against  Information **OR** Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

The Florida Senate

APPEARANCE RECORD

11 Feb 2026

SB 1298

Meeting Date

Bill Number or Topic

S GOVT OVERSIGHT & ACCOUNTABILITY

Deliver both copies of this form to Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name Kim SMITH

Phone 813 335 8694

Address 7024 GLENVIEW DR

Email

Street

TAMPA

FL

33419

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

The Florida Senate

APPEARANCE RECORD

2-11-2026

1298

Meeting Date

Bill Number or Topic

Govt Oversight & Accountability

Deliver both copies of this form to Senate professional staff conducting the meeting

Committee

Amendment Barcode (if applicable)

Name Christopher Stovall Stovall

Phone 904-536-2547

Address 7619 Ortega Bluff Pkwy

Email

Street

Jacksonville FL 32244

City

State

Zip

Speaking:  For  Against  Information OR Waive Speaking:  In Support  Against

PLEASE CHECK ONE OF THE FOLLOWING:

I am appearing without compensation or sponsorship.

I am a registered lobbyist, representing:

I am not a lobbyist, but received something of value for my appearance (travel, meals, lodging, etc.), sponsored by:

While it is a tradition to encourage public testimony, time may not permit all persons wishing to speak to be heard at this hearing. Those who do speak may be asked to limit their remarks so that as many persons as possible can be heard. If you have questions about registering to lobby please see Fla. Stat. §11.045 and Joint Rule 1. [2020-2022 Joint Rules.pdf \(flsenate.gov\)](#)

This form is part of the public record for this meeting.

S-001 (08/10/2021)

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

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BILL: CS/SB 1612

INTRODUCER: Governmental Oversight and Accountability Committee and Senator DiCeglie

SUBJECT: Electronic Payments to Local Governments

DATE: February 12, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Tolmich</u>	<u>Fleming</u>	<u>CA</u>	<b>Favorable</b>
2.	<u>White</u>	<u>McVaney</u>	<u>GO</u>	<b>Fav/CS</b>
3.	_____	_____	<u>RC</u>	_____

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**Please see Section IX. for Additional Information:**

COMMITTEE SUBSTITUTE - Substantial Changes

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**I. Summary:**

CS/SB 1612 amends s. 215.322, F.S., to require each unit of local government<sup>1</sup> to accept payments by use of credit cards, charge cards, bank debit cards, and electronic fund transfers for financial obligations owed to the local government. Currently, local governments and certain subdivisions thereof are authorized, but not required, to accept payments by use of credit cards, charge cards, bank debit cards, and electronic fund transfers for financial obligations that are owing to such unit of local government. The bill additionally requires the local governments to have an online method to accept payments.

The bill has a finding and declaration of important state interest.

The bill may require local governments to expend funds to make necessary technological updates and to maintain required websites.

The bill takes effect January 1, 2027.

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<sup>1</sup> A unit of local government includes a municipality, special district, or board of county commissioners or other governing body of a county, a consolidated or metropolitan government, and any clerk of the circuit court, sheriff, property appraiser, tax collector, or supervisor of elections.

## II. Present Situation:

### Electronic Payments to Governments

Current law encourages state agencies, the judicial branch, and units of local government to make their goods, services, and information more convenient to the public through the acceptance of electronic payments to the maximum extent practicable when the benefits outweigh the costs of accepting such payments.<sup>2</sup>

Local governments may accept payment by credit card, charge card, bank debit card, or electronic fund transfer for financial obligations that are owed to the local government.<sup>3</sup> Local governments in this instance include, but are not limited to:

- Municipalities;
- Special districts;
- Boards of county commissioners or other governing bodies of a county;
- Consolidated or metropolitan governments;
- Clerks of the circuit court;
- Sheriffs;
- Property appraisers;
- Tax collectors; and
- Supervisors of elections.

If electronic payment is used for taxes, license fees, tuition, fines, civil penalties, court-ordered payments, or court costs, or other statutorily prescribed revenues, a local government may add a surcharge to the payment sufficient to cover the service fee charged by the financial institution, vending service company, or credit card company. The local government is responsible for verifying the validity of the method of payment used and whether the person using the card or transfer has sufficient credit to complete the transaction.<sup>4</sup>

The modernization of government financial transactions has taken place around the world in an attempt to address the inefficiencies and security risks associated with paper-based payments.<sup>5</sup> On March 25, 2025, President Trump signed Executive Order 14247, *Modernizing Payments To and From America's Bank Account*, to direct the U.S. Department of the Treasury to advance the transition to fully electronic federal payments.<sup>6</sup> The policy included the phase-out of paper tax refunds to the extent permitted by law.<sup>7</sup> The Treasury Department estimates that each paper check costs \$1.05 to process, whereas electronic payments costs just \$0.02 per transaction, resulting in millions in annual savings.<sup>8</sup>

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<sup>2</sup> Section 215.322(1), F.S.

<sup>3</sup> Section 215.322(5), F.S.

<sup>4</sup> *Id.*

<sup>5</sup> Steve Ostroff, *Accelerating Digital Payments in Government* (Apr. 2, 2025), CATALIS, available at <https://catalisgov.com/accelerating-digital-payments-in-government/> (last visited Jan. 26, 2026).

<sup>6</sup> IRS, *Modernizing payments to and from America's bank account*, available at <https://www.irs.gov/newsroom/modernizing-payments-to-and-from-americas-bank-account> (last visited Jan. 26, 2026).

<sup>7</sup> *Id.*

<sup>8</sup> Ostroff, *supra* note 5.

### III. Effect of Proposed Changes:

**Section 1** amends s. 215.322, F.S., to require each unit of local government<sup>9</sup> to accept payments by use of credit cards, charge cards, bank debit cards, and electronic fund transfers for financial obligations owed to the local government; the local governments must also maintain an online method (website) to accept these payments. The bill provides an exception to this requirement where another form of payment is required by law.

Section 1 also updates the legislative intent of s. 215.322, F.S., to reflect the rest of the bill. This revised language provides that units of local governments are *required* to make their goods, services, and information more convenient to the public through acceptance of payments by use of credit cards, charge cards, bank debit cards, and electronic fund transfers; and are required to have an online method (website) to accept such payments. The bill also strikes the legislative intent for state and local government to only accept such payments “to the maximum extent practicable when the benefits to the participating agency and the public substantiate the cost of accepting these types of payments.”

**Section 2** provides that the Legislature finds and declares the bill fulfills an important state interest.

**Section 3** provides that the bill takes effect January 1, 2027.

### IV. Constitutional Issues:

#### A. Municipality/County Mandates Restrictions:

Article VII, section 18(a) of the State Constitution provides, in relevant part, that a county or municipality may not be bound by a general law requiring a county or municipality to spend funds or take an action that requires the expenditure of funds unless certain specified exemptions or exceptions are met. If the bill does not meet an exemption or exception, in order to be binding upon cities and counties, the bill must contain a finding of important state interest and be approved by a two-thirds vote of the membership of each chamber.

To accept electronic payments, counties and municipalities may have to expend funds to update their technology to be able to accept electronic payments. Counties and municipalities are further required to expend funds to maintain an online method (website) capable of accepting electronic payments. The bill requires counties and municipalities to accept electronic payments in all instances; counties and municipalities are still authorized to surcharge service fee costs for electronic payments made for any reason other than payment of taxes, license fees, tuition, fines, civil penalties, court-ordered payments, or court costs, or other statutorily prescribed revenues. Counties and municipalities will be required to absorb costs for service fees for electronic payments that must be accepted in those circumstances the local governments are not authorized to

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<sup>9</sup> A unit of local government includes a municipality, special district, or board of county commissioners or other governing body of a county, a consolidated or metropolitan government, and any clerk of the circuit court, sheriff, property appraiser, tax collector, or supervisor of elections.

surcharge the payor. The bill, therefore, may require counties and municipalities to expend funds.

The bill may qualify for an exemption, meaning it needs neither a two-thirds vote nor a finding of important state interest to be binding. The bill may be exempted if it has an insignificant fiscal impact, which for Fiscal Year 2026-2027 is forecast at approximately \$2.4 million.<sup>10</sup> The estimated costs for the bill are unknown at this time. If the costs imposed by the bill exceed \$2.4 million in the aggregate, the mandates provisions may apply.

If the bill exceeds \$2.4 million in the aggregate, it may need a finding of important state interest and approval by a two-thirds vote of the membership of each chamber in order to be binding on counties and municipalities. The bill currently contains a finding of important state interest.

**B. Public Records/Open Meetings Issues:**

None.

**C. Trust Funds Restrictions:**

None.

**D. State Tax or Fee Increases:**

None.

**E. Other Constitutional Issues:**

None identified.

**V. Fiscal Impact Statement:**

**A. Tax/Fee Issues:**

None identified.

**B. Private Sector Impact:**

None identified.

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<sup>10</sup> FLA. CONST. art. VII, s. 18(d). An insignificant fiscal impact is the amount not greater than the average statewide population for the applicable fiscal year times \$0.10. See Florida Senate Committee on Community Affairs, *Interim Report 2012-115: Insignificant Impact*, (Sept. 2011), <http://www.flsenate.gov/PublishedContent/Session/2012/InterimReports/2012-115ca.pdf> (last visited Nov. 3, 2025). Based on the Florida Demographic Estimating Conference's June 30, 2025, population forecast for 2026 of 23,681,366. Office of Economic and Demographic Research, Demographic Estimating Conference Executive Summary June 30, 2025, available at <https://www.edr.state.fl.us/Content/conferences/population/demographicsummary.pdf> (last visited Nov. 3, 2025).

**C. Government Sector Impact:**

Local governments that do not already accept electronic payments may incur initial administrative and technology costs to establish such systems. Local governments that do not currently have an online platform that can accept electronic payments may additionally incur ongoing costs to establish and upkeep a website able to process electronic fees.

Current law protects local governments from incurring additional processing charges for certain payments; this cost is placed on the payor. The local government can recoup any funds for service charges on payment of taxes, licensing fees, tuition, fines, civil penalties, court-order payments, or court costs, or other statutorily prescribed revenue. Outside these instances, however, local governments and subdivisions thereof cannot surcharge a payor to cover service fees. Under the bill, the local governments are required to accept electronic payments in *all* instances, not just those where the local government is permitted to surcharge. Local governments and subdivisions thereof will incur costs of service fees for electronic payments of obligations other than taxes, licensing fees, tuition, fines, civil penalties, court-order payments, or court costs, or other statutorily prescribed revenue.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

Local governments and subdivisions thereof must surcharge a sufficient amount to pay any service fee charges incurred for electronic payments of taxes, licensing fees, tuition, fines, civil penalties, court-order payments, or court costs, or other statutorily prescribed revenue. Local governments and subdivisions thereof are not, however, permitted to charge a surcharge in any other instances. The Legislature may wish to permit local governments and subdivisions thereof to make such a surcharge in all instances in which the local government and subdivision thereof accept electronic payments.

**VIII. Statutes Affected:**

This bill substantially amends section 215.322 of the Florida Statutes.

**IX. Additional Information:****A. Committee Substitute – Statement of Substantial Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

**CS by Governmental Oversight and Accountability on February 11, 2026:**

- Updates the statute’s legislative intent language to better align with the bill by
  - Striking certain language; and
  - Providing explicitly that the Legislature intends to require units of local government to accept online payments.

- Clarifies that units of local government must accept electronic payments in all instances, not just online, but still requires units of local government to have an online platform available to accept electronic payments;
- Creates an exception where other law requires the unit of local government to accept another form of payment;
- Authorizes, but no longer requires, local governments to surcharge an amount sufficient to pay for service fee charges (this aligns with the current statute);
- Provides a finding and declaration of an important state interest; and
- Delays the effective date to January 1, 2027.

B. Amendments:

None.



948168

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
02/11/2026	.	
	.	
	.	
	.	

---

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

**Senate Amendment (with title amendment)**

Delete everything after the enacting clause  
and insert:

Section 1. Subsections (1) and (5) of section 215.322,  
Florida Statutes, are amended to read:

215.322 Acceptance of credit cards, charge cards, debit  
cards, or electronic funds transfers by state agencies, units of  
local government, and the judicial branch; acceptance of online  
payments by units of local government.-



948168

11           (1) (a) It is the intent of the Legislature to encourage  
12 state agencies, ~~and~~ the judicial branch, and require units of  
13 local government to make their goods, services, and information  
14 more convenient to the public through the acceptance of payments  
15 by credit cards, charge cards, debit cards, or other means of  
16 electronic funds transfers ~~to the maximum extent practicable~~  
17 ~~when the benefits to the participating agency and the public~~  
18 ~~substantiate the cost of accepting these types of payments.~~

19           (b) It is the intent of the Legislature to require units of  
20 local government to accept payments online.

21           (5) (a) Each A unit of local government, including a  
22 municipality, special district, or board of county commissioners  
23 or other governing body of a county, a consolidated or  
24 metropolitan government, and any clerk of the circuit court,  
25 sheriff, property appraiser, tax collector, or supervisor of  
26 elections, shall ~~is authorized to~~ accept payment by use of  
27 credit cards, charge cards, bank debit cards, and electronic  
28 funds transfers for financial obligations that are owing to such  
29 unit of local government, except when another form of payment is  
30 required by law, and is authorized to surcharge the person who  
31 uses a credit card, charge card, bank debit card, or electronic  
32 funds transfer in payment of taxes, license fees, tuition,  
33 fines, civil penalties, court-ordered payments, or court costs,  
34 or other statutorily prescribed revenues an amount sufficient to  
35 pay the service fee charges by the financial institution,  
36 vending service company, or credit card company for such  
37 services. Such A unit of local government shall verify both the  
38 validity of any credit card, charge card, bank debit card, or  
39 electronic funds transfer used pursuant to this subsection and



948168

40 the existence of appropriate credit with respect to the person  
41 using the card or transfer. The unit of local government does  
42 not incur any liability as a result of such verification or any  
43 subsequent action taken.

44 (b) A unit of local government accepting payment under  
45 paragraph (a) is required to have a method for accepting such  
46 payment online.

47 Section 2. The Legislature finds and declares that this act  
48 fulfills an important state interest.

49 Section 3. This act shall take effect on January 1, 2027.

50

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

52 And the title is amended as follows:

53 Delete everything before the enacting clause  
54 and insert:

55 A bill to be entitled

56 An act relating to electronic payments made to units  
57 of local governments; amending s. 215.322, F.S.;  
58 revising legislative intent; requiring units of local  
59 government to accept certain forms of payments;  
60 providing an exception; requiring such local  
61 governments to accept payments online; providing an  
62 effective date.

By Senator DiCeglie

18-01232-26

20261612\_\_

1 A bill to be entitled  
2 An act relating to electronic payments to local  
3 governments; amending s. 215.322, F.S.; revising  
4 legislative intent; requiring each unit of local  
5 government to accept electronic payment online for  
6 payments received by and financial obligations owed to  
7 the unit of local government; providing an effective  
8 date.

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

11 Section 1. Subsections (1) and (5) of section 215.322,  
12 Florida Statutes, are amended to read:

14 215.322 Acceptance of credit cards, charge cards, debit  
15 cards, or electronic funds transfers by state agencies, units of  
16 local government, and the judicial branch.—

17 (1) It is the intent of the Legislature to encourage state  
18 agencies and, the judicial branch, and require units of local  
19 government, to make their goods, services, and information more  
20 convenient to the public through the acceptance of payments by  
21 credit cards, charge cards, debit cards, or other means of  
22 electronic funds transfers to the maximum extent practicable  
23 when the benefits to the participating agency and the public  
24 substantiate the cost of accepting these types of payments.

25 (5) Each ~~A~~ unit of local government, including a  
26 municipality, special district, or board of county commissioners  
27 or other governing body of a county, a consolidated or  
28 metropolitan government, and any clerk of the circuit court,  
29 sheriff, property appraiser, tax collector, or supervisor of

Page 1 of 2

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

18-01232-26

20261612\_\_

30 elections and each department, subagency, and division of such  
31 units of local government, shall, ~~is authorized to accept~~  
32 electronic payment online by use of credit cards, charge cards,  
33 bank debit cards, and electronic funds transfers for payments  
34 received by and financial obligations ~~that are~~ owing to such  
35 unit of local government and to surcharge the person who uses a  
36 credit card, a charge card, a bank debit card, or an electronic  
37 funds transfer in payment of taxes, license fees, tuition,  
38 fines, civil penalties, court-ordered payments, or court costs,  
39 or other statutorily prescribed revenues an amount sufficient to  
40 pay the service fee charges by the financial institution,  
41 vending service company, or credit card company for such  
42 services. Such A unit of local government shall verify both the  
43 validity of any credit card, charge card, bank debit card, or  
44 electronic funds transfer used pursuant to this subsection and  
45 the existence of appropriate credit with respect to the person  
46 using the card or transfer. The unit of local government does  
47 not incur any liability as a result of such verification or any  
48 subsequent action taken.

49 Section 2. This act shall take effect July 1, 2026.

Page 2 of 2

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

**The Florida Senate**  
**BILL ANALYSIS AND FISCAL IMPACT STATEMENT**

(This document is based on the provisions contained in the legislation as of the latest date listed below.)

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Prepared By: The Professional Staff of the Committee on Governmental Oversight and Accountability

---

BILL: SB 1656

INTRODUCER: Senator Burgess

SUBJECT: Designation of the Official State Flagship

DATE: February 10, 2026

REVISED: \_\_\_\_\_

	ANALYST	STAFF DIRECTOR	REFERENCE	ACTION
1.	<u>Bellamy</u>	<u>Proctor</u>	<u>MS</u>	<b>Favorable</b>
2.	<u>White</u>	<u>McVaney</u>	<u>GO</u>	<b>Favorable</b>
3.	_____	_____	<u>RC</u>	_____

---

**I. Summary:**

SB 1656 amends 15.0465, F.S., to redesignate the state flagship. Instead of the current state flagship, the schooner Western Union, the bill designates the S.S. American Victory, as the official state flagship.

The bill is not expected to impact state or local government revenues and expenditures.

The bill provides an effective date of July 1, 2026.

**II. Present Situation:**

**Florida State Symbols**

Chapter 15, F.S., designates official state symbols. State symbols represent the state’s heritage and natural treasures. To date there are over 30 designations, including numerous animals and plants; an anthem, song, and motto; several cultural events; and a flagship—the schooner Western Union.<sup>1</sup>

**The Western Union Schooner**

In 2012, the Florida Legislature designated the schooner Western Union as the state’s official flagship.<sup>2</sup> When designated as the official state flagship, the Western Union was one of the oldest working wooden schooners in the United States.

The Western Union is a 130-foot historic sailing vessel of the tall ship class. Construction of the ship began in Grand Cayman, but it was completed in Key West and first launched on April 7,

---

<sup>1</sup> Section 15.0465, F.S.

<sup>2</sup> Chapter 2012-158, Laws of Fla.

1939. The schooner is made of yellow pine and mahogany. For 35 years the schooner served as a cable vessel for the Western Union Telegraph Company, repairing underwater cables throughout the Keys, Cuba, and the Caribbean. Since retiring, the schooner was used as a charter boat in various events.<sup>3</sup>

After 1973, the schooner was bought, sold, and finally donated to a not-for-profit called the Schooner Western Union Preservation Society, Inc. (SWUPS). Their mission was “to restore and maintain the historic vessel to benefit the local community and for education and outreach programs.” SWUPS has faced numerous challenges, however. In 2011, the 130-foot schooner underwent a million-dollar restoration project; the vessel’s ability to sail, however, was short-lived and the ship soon fell into disrepair.<sup>4</sup> SWUPS is facing an estimated \$5 million restoration costs as the historic vessel currently is dry-docked in a boatyard, “being eaten away by the elements.” The riggings and masts have been removed and many of the planks on the side of the vessel are gone as well.<sup>5</sup>

The ship remains the official flagship of Key West and it is on the National Register of Historic Places.<sup>6</sup>

### **S.S. American Victory**

The S.S. American Victory is a merchant marine vessel used to deliver cargo and troops around the world in World War II, the Korean War, and the Vietnam War.<sup>7</sup> After serving three wars, the ship went through a \$2.5 million restoration in June 1985. In October of 1996, Captain John C. Timmel learned the S.S. American Victory was earmarked for scrap if not acquired for memorial purposes and saved the ship. The ship now sits by the Florida Aquarium in Tampa, Florida; where it has been for over 20 years.<sup>8</sup> Out of the 534 Victory ships made between 1944 and 1946, the S.S. American Victory is one of only three left, with the other two on the West Coast of the United States.<sup>9</sup> The S.S. American Victory is on the National Register of Historic Places and now cared for by the American Victory Ship and Museum, a non-profit 501(c)3 organization.<sup>10</sup>

<sup>3</sup> Analysis of HB 395 (2012), Comm. on State Affairs, The Florida House of Representatives, available at <https://www.flsenate.gov/Session/Bill/2012/395/Analyses/h0395c.SAC.PDF>.

<sup>4</sup> Brad Bertelli, KeysWeekly, *Keys History: Historic Schooner Dry Docked on Stock Island Has Seen Better Days* (May 3, 2024), <https://keysweekly.com/42/keys-history-historic-schooner-dry-docked-on-stock-island-has-seen-better-days/> (last visited Jan 20, 2026).

<sup>5</sup> Timothy O’Hara, Keysnews.com, *Faded Glory: Schooner Western Union is far from its glory days* (Feb. 3, 2021), [https://www.keysnews.com/news/local/schooner-western-union-is-far-from-its-glory-days/article\\_b447e974-64b8-11eb-b286-8ff5a3dd85c6.html](https://www.keysnews.com/news/local/schooner-western-union-is-far-from-its-glory-days/article_b447e974-64b8-11eb-b286-8ff5a3dd85c6.html) (last visited Jan. 20, 2026).

<sup>6</sup> *Id.*; National Register of Historic Places, National Parks Service, *National Register Database and Research*, <https://www.nps.gov/subjects/nationalregister/database-research.htm> (last visited Jan. 20, 2026).

<sup>7</sup> Charles M. Fuss Jr., United States Naval Institute, *SS American Victory, Tampa, Florida*, 15 NAVAL HISTORY NO. 3 (June 2001), available at <https://www.usni.org/magazines/naval-history-magazine/2001/june/ss-american-victory-tampa-florida> (last visited Jan. 20, 2026).

<sup>8</sup> *Mission and History*, American Victory Ship and Museum, <https://www.americanyictory.org/about/mission-and-history/> (last visited Jan. 20, 2026).

<sup>9</sup> FOX 13 News Tampa Bay, *At 76 years of age, the SS American Victory lives on in Tampa* (Aug. 31, 2001), <https://www.fox13news.com/news/at-76-years-of-age-the-ss-american-ship-lives-on-in-tampa> (last visited Jan. 20, 2026); Charles M. Fuss Jr., *supra* note 8.

<sup>10</sup> National Register of Historic Places, National Parks Service, *National Register Database and Research*, <https://www.nps.gov/subjects/nationalregister/database-research.htm> (last visited Jan 20, 2026); *Home*, <https://www.americanyictory.org/> (last visited Jan 20, 2026).

### III. Effect of Proposed Changes:

The bill's preamble recognizes the historical significance of the S.S. American Victory, highlighting the ship's service in American war efforts during World War II, the Korean War, and Vietnam War, as well as the ship's contributions to the Tampa and state-wide community and its support of community, charitable, and educational groups and causes.

**Section 1** amends s. 15.0465, F.S., to designate the S.S. American Victory, instead of the schooner Western Union, as the official state flagship.

**Section 2** provides an effective date of July 1, 2026.

### IV. Constitutional Issues:

#### A. Municipality/County Mandates Restrictions:

Not applicable. The bill does not require counties or municipalities to take an action requiring the expenditure of funds, reduce the authority that counties or municipalities have to raise revenue in the aggregate, nor reduce the percentage of state tax shared with counties or municipalities.

#### B. Public Records/Open Meetings Issues:

None identified.

#### C. Trust Funds Restrictions:

None identified.

#### D. State Tax or Fee Increases:

None identified.

#### E. Other Constitutional Issues:

None identified.

### V. Fiscal Impact Statement:

#### A. Tax/Fee Issues:

None identified.

#### B. Private Sector Impact:

Obtaining the status of state flagship could increase the marketability of S.S. American Victory Museum, thereby generating additional revenue that may be used for the purpose of maintaining the vessel.

C. **Government Sector Impact:**

The schooner Western Union is not currently open to the public and would require significant investment to be restored to the condition required for public tours or seafaring.

**VI. Technical Deficiencies:**

None identified.

**VII. Related Issues:**

None identified.

**VIII. Statutes Affected:**

This bill substantially amends section 15.0465 of the Florida Statutes.

**IX. Additional Information:**

A. **Committee Substitute – Statement of Changes:**

(Summarizing differences between the Committee Substitute and the prior version of the bill.)

None.

B. **Amendments:**

None.

By Senator Burgess

23-01102-26

20261656\_\_

1                                   A bill to be entitled  
 2           An act relating to the designation of the official  
 3           state flagship; amending s. 15.0465, F.S.;  
 4           redesignating the official state flagship as the S.S.  
 5           American Victory; providing an effective date.  
 6  
 7           WHEREAS, built in 1944, the S.S. American Victory is one of  
 8           only four operational World War II merchant vessels left in the  
 9           United States and served in World War II, the Korean War, and  
 10          the Vietnam War, and  
 11          WHEREAS, the S.S. American Victory is an interactive  
 12          maritime museum located in Tampa, and  
 13          WHEREAS, the United States' entry into World War II  
 14          transformed American history and directly affected more than  
 15          250,000 Floridians who served on active duty, and  
 16          WHEREAS, of these brave Floridians, more than 3,500 gave  
 17          their lives in defense of the United States during World War II,  
 18          and  
 19          WHEREAS, Florida is the ideal location for the S.S.  
 20          American Victory, as the tourism industry caters to nationwide  
 21          visitors who can experience firsthand what it was like to serve  
 22          on board the ship, and  
 23          WHEREAS, the S.S. American Victory is a 455-foot steamship  
 24          that was launched on May 24, 1945, during the largest ship-  
 25          building effort in United States history, and  
 26          WHEREAS, the S.S. American Victory set sail from the United  
 27          States into the treacherous waters of the Pacific Ocean awaiting  
 28          orders for the invasion of Japan, and  
 29          WHEREAS, the S.S. American Victory assisted the war effort

Page 1 of 5

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

23-01102-26

20261656\_\_

30           during the final days of World War II by transporting military  
 31           equipment, troops, ammunition, and supplies for the Allied  
 32           Forces, and  
 33           WHEREAS, the S.S. American Victory sailed around the world  
 34           delivering provisions, industrial materials, machinery, and raw  
 35           materials after the war under the auspices of the Marshall Plan  
 36           to countries devastated by the destruction of World War II, and  
 37           WHEREAS, the S.S. American Victory transported cargo, fuel,  
 38           and ammunition during the Korean War, and  
 39           WHEREAS, the S.S. American Victory repatriated 260  
 40           casualties, including three fallen Floridians, Army Private P.C.  
 41           White, Marine Second Lieutenant Robert C. Craig, and Marine  
 42           Private First Class Joseph T. Jacobs, to the United States  
 43           during the Korean War, and  
 44           WHEREAS, the S.S. American Victory was reactivated to  
 45           service in 1966 to support the Vietnam War and conducted 12  
 46           voyages supporting the war effort by transporting military  
 47           equipment, troops, ammunition, and supplies, and  
 48           WHEREAS, the S.S. American Victory sailed from the James  
 49           River Reserve Fleet on March 13, 1985, to participate in the  
 50           United States' Victory Ship Validation Program, a program  
 51           designed to gauge the time and expense necessary to reactivate  
 52           victory-class ships, which enabled the S.S. American Victory to  
 53           be brought back to full operational status and to perform sea  
 54           trials after restoration, and  
 55           WHEREAS, the S.S. American Victory was then transferred by  
 56           an act of Congress from the Maritime Administration to The  
 57           Victory Ship, Inc., in her home port of Tampa, and  
 58           WHEREAS, the S.S. American Victory has been a landmark

Page 2 of 5

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

23-01102-26 20261656\_\_

59 destination for the past 25 years within Tampa and was  
60 recognized as a National Historic Place in 2002, and

61 WHEREAS, the S.S. American Victory acts as a preeminent  
62 location for military retirement or promotion ceremonies,  
63 marriage ceremonies, and many other types of celebrations, and

64 WHEREAS, the S.S. American Victory actively supports  
65 military charities and foundations such as America's Gold Star  
66 Families, Warrior Ethos, Florida 4 Warriors, The Mission  
67 Continues, the Navy SEAL Foundation, and the Green Beret  
68 Foundation, and

69 WHEREAS, the S.S. American Victory continually supports  
70 community organizations and foundations such as Visit Tampa Bay,  
71 Leadership Florida, Leadership Tampa Bay, Leadership Tampa, the  
72 Maritime Alliance, Propeller Club - Port of Tampa, and Friends  
73 of the Tampa Riverwalk, and

74 WHEREAS, the S.S. American Victory has acted as a primary  
75 platform for thousands of training hours for a wide range of  
76 organizations over her 25 years in Tampa, and

77 WHEREAS, the S.S. American Victory has hosted all branches  
78 of the Department of Defense as well as Special Operations  
79 Command and Central Command; Department of Justice agencies such  
80 as the Federal Bureau of Investigations, the Bureau of Alcohol,  
81 Tobacco, Firearms and Explosives, and the Drug Enforcement  
82 Administration; Department of Homeland Security agencies such as  
83 the United States Customs and Border Protection, the United  
84 States Immigration and Customs Enforcement, and the United  
85 States Coast Guard; and city, county, and state law enforcement  
86 agencies, and

87 WHEREAS, the S.S. American Victory is visited by tens of

Page 3 of 5

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

23-01102-26 20261656\_\_

88 thousands of guests annually and acts as an educational platform  
89 for Tampa Bay's seven-county area as well as for educational  
90 programs throughout this state, including AMIkids, the Jefferson  
91 High School Maritime, Marine & Environmental Science Academy,  
92 the Howard W. Blake High School Maritime Program, the University  
93 of South Florida College of Arts and Sciences and Muma College  
94 of Business, and various other public schools and home education  
95 programs, and

96 WHEREAS, the S.S. American Victory serves as the homebase  
97 for the American Victory Division and other regional Sea Cadet,  
98 Boy and Girl Scout, and ROTC programs, and

99 WHEREAS, the S.S. American Victory also hosts international  
100 programs such as the training ship Gunilla, a Swedish vessel  
101 that circumnavigates the globe as an international educational  
102 platform, and

103 WHEREAS, the S.S. American Victory is a maritime museum and  
104 memorial that is open year-round for visitors of all ages, from  
105 across the United States and abroad, supporting Florida's  
106 vibrant tourism industry, and

107 WHEREAS, due to its service to the United States and past  
108 25-year history of service to this state, the official state  
109 flagship is redesignated as the S.S. American Victory, NOW,  
110 THEREFORE,

111  
112 Be It Enacted by the Legislature of the State of Florida:

113  
114 Section 1. Section 15.0465, Florida Statutes, is amended to  
115 read:

116 15.0465 Official state flagship.—The S.S. American Victory,

Page 4 of 5

**CODING:** Words ~~stricken~~ are deletions; words underlined are additions.

23-01102-26

20261656\_\_

117 a 455-foot historic steamship built in 1944 ~~schooner Western~~  
118 ~~Union~~, a 130-foot historic sailing vessel of the tall ship  
119 class, built in Key West and first launched in 1939, is  
120 designated the official state flagship.

121 Section 2. This act shall take effect July 1, 2026.



The Florida Senate

## Committee Agenda Request

**To:** Senator Debbie Mayfield, Chair  
Committee on Governmental Oversight and Accountability

**Subject:** Committee Agenda Request

**Date:** January 27, 2026

---

I respectfully request that **Senate Bill # 1656** relating to Designation of the Official State Flagship, be placed on the:

- committee agenda at your earliest possible convenience.
- next committee agenda.

A handwritten signature in blue ink that reads "Danny".

---

Senator Danny Burgess  
Florida Senate, District 23

CC: Joe McVaney, Staff Director  
CC: Tamra Redig, Committee Administrative Assistant

File signed original with committee office

S-020 (03/2004)

30

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

***Darren A. Schwartz***

is duly appointed

**Director and Chief Judge,  
Division of Administrative Hearings**

for a term beginning on the Seventeenth day of December, A.D.,  
2025, to serve at the pleasure of the Governor and is subject to  
be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Second day of February, A.D., 2026.*



*[Signature]*  
Secretary of State

DSDE 99 (3/03)

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document.

**RON DESANTIS**  
GOVERNOR

OFFICE OF THE GOVERNOR  
TALLAHASSEE, FLORIDA  
32399-0001

December 17, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised that in accordance with Section 120.65, Florida Statutes, on December 17, 2025, the Florida Administration Commission voted to approve the appointment of Darren Schwartz as Florida's Chief Administrative Law Judge, subject to confirmation by the Florida Senate. This appointment is effective December 17, 2025, for a term ending at the pleasure of the Governor.

Sincerely,



Ron DeSantis  
Governor

RD/ch

RECEIVED  
DEPARTMENT OF STATE  
2026 JAN 28 PM 3:08  
DIVISION OF ELECTIONS  
TALLAHASSEE FL

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Director and Chief Judge of the Division of Administrative Hearings

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature [Handwritten Signature]

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 27th day of January, 2026.

[Handwritten Signature]

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

[Redacted]  
Street or Post Office Box

[Redacted]  
City, State, Zip Code

Darren A. Schwartz

Print Name

[Handwritten Signature]  
Signature

270

STATE OF FLORIDA  
DEPARTMENT OF STATE

Division of Elections

I, Cord Byrd, Secretary of State,  
do hereby certify that

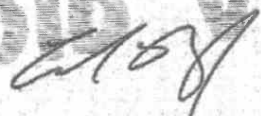
*Christina Daly Brodeur*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Second day of February, A.D., 2026.*



Secretary of State



DSDE 99 (3/03)

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

2025 JAN 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Mrs. Christy Brodeur



as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

**HAND DELIVERED**

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
DEPARTMENT OF STATE  
JAN 28 PM 2:34  
DIVISION OF ELECTIONS  
TALLAHASSEE FL

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

## Commission on Community Service

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.

Signature

*[Handwritten Signature]*

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 28th day of January, 2026.

*[Handwritten Signature: Shanna Kaye Crawley]*

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

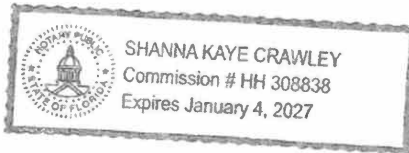
Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

# ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

Street or Post Office Box

City, State, Zip Code

*[Handwritten Name: Christina Daly Brodeur]*

Print Name

*[Handwritten Signature]*

Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Katrina Tuggerson*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2026 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Second day of February, A.D., 2026.*



Secretary of State



DSDE 99 (3/03)

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11 document



**RON DESANTIS**  
GOVERNOR

2026 JAN 09 11:00

11:00 AM

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Ms. Katrina Tuggerson  
1020 Lafayette Street  
Suite 110  
Tallahassee, Florida 32310

as a member of the Florida Commission on Community Service, succeeding Henri Crockett, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2026.

Sincerely,

Ron DeSantis  
Governor

RD/dw

HAND DELIVERED

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
DEPARTMENT OF STATE  
2026 JAN 28 PM 3:29  
DIVISION OF ELECTIONS  
TALLAHASSEE, FL

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Katrina Tuggerson FL Commission on Community Service  
(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

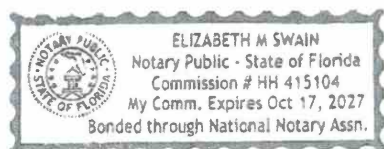
[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Katrina Tuggerson

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 28 day of JANUARY, 2026.

Elizabeth M Swain  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)  
  
\_\_\_\_\_  
Print Name  
  
\_\_\_\_\_  
Title  
  
\_\_\_\_\_  
Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)  
Affix Seal Below  
  
Personally Known  OR Produced Identification   
Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

1020 Lafayette St suite 110  
Street or Post Office Box

KATRINA TUGGERSON  
Print Name

Tallahassee, FL 32301  
City, State, Zip Code

Katrina Tuggerson  
Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Jason Puwalski*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Sixteenth day of January, A.D., 2026.*



Secretary of State

if photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2" x 11" document.



**RON DeSANTIS**  
GOVERNOR

1/13/26 1:00  
1/13/26 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Mr. Jason Puwalski



as a member of the Florida Commission on Community Service, succeeding Wilson Roberts, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

Hand Delivered

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 JAN 13 PM 1:27

STATE OF FLORIDA

County of Leon

FALL WASSER FL

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Commissioner, Florida Commission on Community Service

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Jason Puwalski

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 13<sup>th</sup> day of January, 2026

S. Howell / Sharon Irene Harrell

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



SHARON IRENE HARRELL  
Commission # HH 301453  
Expires August 16, 2026

Personally Known  OR Pr

Type of Identification Produced

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

[Redacted]

Jason Puwalski

Street or Post Office Box

[Redacted]

Print Name

Jason Puwalski

City, State, Zip Code

Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Lori Killinger*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Twenty-Seventh day of January, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Ms. Lori Killinger  
301 West Platt Street  
Suite A364  
Tampa, Florida 33606

as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
DEPARTMENT OF STATE  
2026 JAN 21 AM 11:00  
NOTARY PUBLIC

STATE OF FLORIDA

County of LEON

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Commission on Community Service - Board Member  
(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Lori Killinger

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 20<sup>th</sup> day of January, 2026.

Alison M Ramos  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

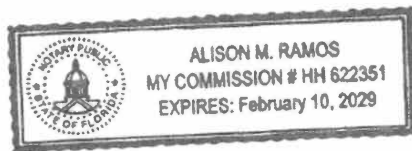
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

301 W. Platt St., Ste. A364  
Street or Post Office Box

Tampa, FL 33606  
City, State, Zip Code

Lori Killinger  
Print Name

Lori Killinger  
Signature

270

STATE OF FLORIDA  
DEPARTMENT OF STATE

Division of Elections

I, Cord Byrd, Secretary of State,  
do hereby certify that

*David Michael Kerner*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Second day of February, A.D., 2026.*



Secretary of State



DSDE 99 (3/03)

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 11:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Mr. David Kerner



as a member of the Florida Commission on Community Service, succeeding Ebo Entsuah, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

Hand Delivered

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
JAN 28 AM 11:26  
TALLAHASSEE, FL

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Commissioner of Florida Commission on Community Service

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature [Signature]

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 27 day of January, 2026.

Jordan Layfield  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

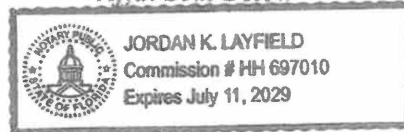
Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

[Redacted]

David Michael Kemer

Street or Post Office Box

[Redacted]

Print Name

[Signature]  
Signature

City, State, Zip Code

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Samuel Kerce*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Thirtieth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2026 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Fourth day of February, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

RECEIVED

2026 JAN 30 PM 4:21

70  
DIVISION OF ELECTIONS  
TALLAHASSEE, FL

January 30, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Mr. Sam Kerce  
2928 Tipperary Court  
Tallahassee, Florida 32309

as a member of the Florida Commission on Community Service, filling a vacant seat previously occupied by John Davis, subject to confirmation by the Senate. This appointment is effective January 30, 2026, for a term ending September 14, 2026.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron DeSantis".

Ron DeSantis  
Governor

RD/ch

Hand Delivered

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 JAN 30 PM 1:00  
ALL FLORIDA

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

**Florida Commission on Community Service**

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Susan Kerce

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 30 day of January, 2026.

Susan Kathleen Coggins Syrett  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

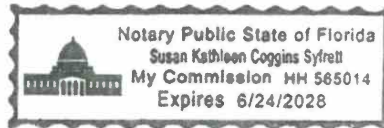
Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

2928 Tipperary Ct.

Samuel Kerce

Street or Post Office Box

Print Name

Tallahassee, FL 32309

Susan Kerce

City, State, Zip Code

Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Autumn Karlinsky*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2027 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Third day of February, A.D., 2026.*



Secretary of State



If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2 x 11" document

**RON DESANTIS**  
GOVERNOR

2025 JAN 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

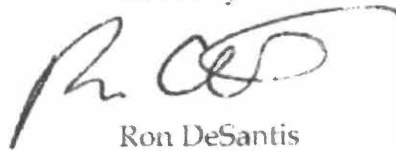
Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Mrs. Autumn Karlinsky  
3430 Stallion Lane  
Weston, Florida 33331

as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2027.

Sincerely,



Ron DeSantis  
Governor

RD/dw

FLORIDA  
DEPARTMENT OF STATE  
2026 FEB -3 AB11:48  
MARCO ANTONIO HERNANDEZ  
NOTARY PUBLIC  
2026 FEB 03 11:48 AM

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

STATE OF FLORIDA

County of Broward

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Commission on Community Service at Volunteer Florida

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

*Autumn Karlinsky*

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 2 day of February, 2026.

*Marco Antonio Hernandez*  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

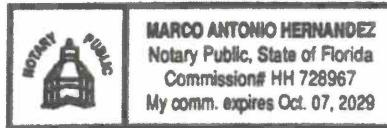
Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced FL, DL

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

3430 Stallion Lane

Autumn Karlinsky

Street or Post Office Box

Print Name

Weston, FL 33331

City, State, Zip Code

*Autumn Karlinsky*  
Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Savannah Kelly Jefferson*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Thirteenth day of January, A.D.,  
2026, until the Fourteenth day of September, A.D., 2027 and is  
subject to be confirmed by the Senate during the next regular  
session of the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Twenty-Seventh day of January, A.D., 2026.*



Secretary of State



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 11:46

2026 JAN 13 11:46

January 13, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Ms. Savannah Kelly Jefferson  
1432 Oldfield Drive  
Tallahassee, Florida 32308

as a member of the Florida Commission on Community Service, filling a vacant seat previously occupied by Kelli Walker, subject to confirmation by the Senate. This appointment is effective January 13, 2026, for a term ending September 14, 2027.

Sincerely,

Ron DeSantis  
Governor

RD/ch

**RON DeSANTIS**  
GOVERNOR

759.27 46 11 9:26

December 22, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 272.18, Florida Statutes:

Ms. Savannah Kelly Jefferson  
1432 Oldfield Drive  
Tallahassee, Florida 32308

as a member of the Governor's Mansion Commission, filling a vacant seat previously occupied by Kiley Weida, subject to confirmation by the Senate. This appointment is effective December 22, 2025, for a term ending September 30, 2028.

Sincerely,



Ron DeSantis  
Governor

RD/dw

Hand Delivered

RECEIVED

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 JAN 14 PM 1:54

NOTARIAL COMMISSIONS  
TALLAHASSEE, FL

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Governor's Commission on Community Service (Volunteer Florida)

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 14 day of January, 2026.

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath – see § 92.50, Florida Statutes.)

Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

1432 Oldfield Drive

Savannah Kelly Jefferson

Street or Post Office Box

Print Name

Tallahassee, FL 32308

City, State, Zip Code

Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Jessica Hays*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Twenty-Seventh day of January, A.D., 2026*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2" x 11" document.



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 PM 1:00

RECEIVED  
OFFICE OF THE GOVERNOR

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Mrs. Jessica Hays



as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECORDED  
STATEMENT OF S. J. J.  
21 JAN 11 01  
LEWIS COUNTY CLERK'S OFFICE  
MARIETTA, GA

STATE OF FLORIDA

County of Sarasota

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Commissioner - Florida Commission on Community Service  
(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 20 day of January, 2020.

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

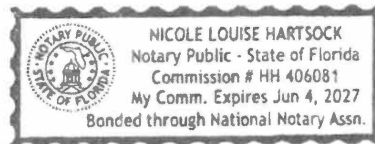
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

[Redacted]

Street or Post Office Box

[Redacted]

City, State, Zip Code

Jessica Hays  
Print Name

  
Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

***Kristen Rhea Goff***

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Twenty-Second day of January, A.D., 2026.*



Secretary of State

**RON DESANTIS**  
GOVERNOR

Jan 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

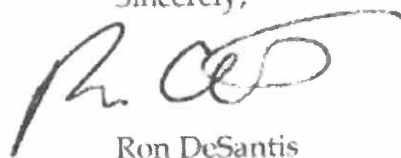
Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Mrs. Kristen "Rhea" Goff  
437 Pisces Drive  
Santa Rosa Beach, Florida 32459

as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,



Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 JAN 20 PM 12:02  
TALLAHASSEE, FL

STATE OF FLORIDA

County of Bay

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

**Florida Commission on Community Service**

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

*Kristen Rhea Goff*

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 16<sup>th</sup> day of January, 2026.

*[Signature]*

*Sherrri Jankowski*

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

Print Name

Title

Court

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

130 Richard Jackson Blvd. Suite 200

KristenRheaGoff

Street or Post Office Box

Print Name

Panama City Beach, FL 32413

*Kristen Rhea Goff*

City, State, Zip Code

Signature

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Michael Flury*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2027 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Sixteenth day of January, A. D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document.

**RON DESANTIS**  
GOVERNOR

2026 JAN 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Mr. Michael Flury



as a member of the Florida Commission on Community Service, filling a vacant seat previously occupied by Chucha Barber, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2027.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron DeSantis", written over a white background.

Ron DeSantis  
Governor

RD/dw

Hand Delivered

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2826 JUN 14 PM 1:06

STATE OF FLORIDA

County of Leon

TALENTA, FL

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Commission on Community Service (Volunteer Florida) Commissioner

(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Michael Flury

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 13th day of January, 2026.

Marceen M. Beane

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

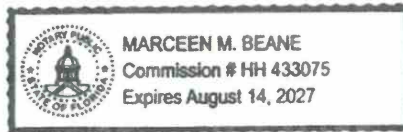
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

[Redacted]

Street or Post Office Box

[Redacted]

City, State, Zip Code

Michael Flury

Print Name

Michael Flury

Signature

270

STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections

I, Cord Byrd, Secretary of State,  
do hereby certify that

Stefanie Ink Edwards

is duly appointed a member of the

Florida Commission on Community Service

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2028 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Twenty-Seventh day of January, A.D., 2026.



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida" appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 PM 1:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 14.29, Florida Statutes:

Ms. Stefanie Ink Edwards  
7129 South Brentwood Road  
Fort Myers, Florida 33919

as a member of the Florida Commission on Community Service, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2028.

Sincerely,

Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2020 JAN 27 AM 8:40

STATE OF FLORIDA

County of Lee

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Commission on Community Service

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature \_\_\_\_\_

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 20 day of January, 2020.

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath— see § 92.50, Florida Statutes.)

Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges – see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

7129 S Brentwood Rd

Stefanie Ink Edwards

Street or Post Office Box \_\_\_\_\_

Print Name \_\_\_\_\_

Fort Myers, FL 33919

City, State, Zip Code \_\_\_\_\_

Signature \_\_\_\_\_

270

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

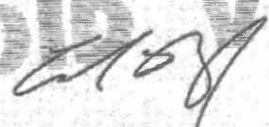
*Lynette Cardoch*

is duly appointed a member of the

**Florida Commission on Community Service**

for a term beginning on the Ninth day of January, A.D., 2026,  
until the Fourteenth day of September, A.D., 2027 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Second day of February, A. D. 2026.*



Secretary of State



If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

2026 JAN 13 01:00

January 9, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Dr. Lynette Cardoch  
3150 Southwest 38 Avenue  
Suite 600  
Miami, Florida 33146

as a member of the Florida Commission on Community Service, succeeding Kerry Schultz, subject to confirmation by the Senate. This appointment is effective January 9, 2026, for a term ending September 14, 2027.

Sincerely,

Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
DEPARTMENT OF STATE  
2026 JAN 28 PM 2:40  
DIVISION OF ELECTIONS  
TALLAHASSEE FL

STATE OF FLORIDA

County of Miami-Dade

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Commission on Community Service

(Full Name of Office – Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature \_\_\_\_\_

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 26 day of January, 2026

Signature of Officer Administering Oath or of Notary Public

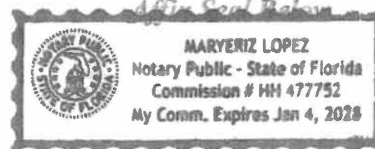
(To be completed only by judges administering oath—see § 92.50, Florida Statutes.)

Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges—see § 92.50, Florida Statutes.)



Personally Known  OR Produced Identification

Type of Identification Produced FL Driver License

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

3150 SW 38 Ave, Suite 600

Street or Post Office Box

Miami, FL 33146

City, State, Zip Code

Lynette Cardoch

Print Name

Signature \_\_\_\_\_

1160

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Jose Tapia*

is duly appointed a member of the

**Florida Commission on Human Relations**

for a term beginning on the Tenth day of October, A.D., 2025,  
until the Thirtieth day of September, A.D., 2027 and is subject  
to be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Fourth day of February, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2" x 11" document.



**RON DESANTIS**  
GOVERNOR

RECEIVED  
DEPARTMENT OF STATE  
2025 OCT 16 AM 11:36  
DIVISION OF ELECTIONS  
TALLAHASSEE, FL

October 10, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 760.03, Florida Statutes:

Mr. Jose Tapia  
399 Riverview Road  
Havana, Florida 32333

as a member of the Florida Commission on Human Relations, succeeding Kenyetta Moye, subject to confirmation by the Senate. This appointment is effective October 10, 2025, for a term ending September 30, 2027.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron DeSantis".

Ron DeSantis  
Governor

RD/kf

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 FEB -2 PM 4:30

STATE OF FLORIDA

County of Gadsden

JHS  
TALLAHASSEE, FL

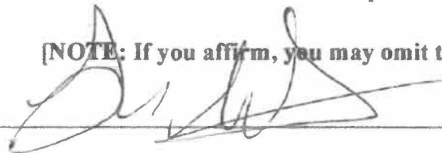
I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Commissioner, Florida Commission on Human Relations  
(Full Name of Office - Abbreviations Not Accepted)

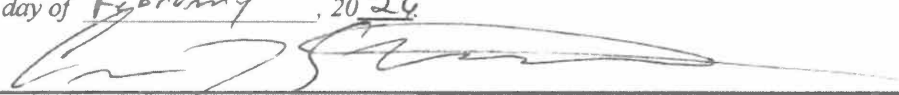
on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature



Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 2<sup>nd</sup> day of February, 2026



Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

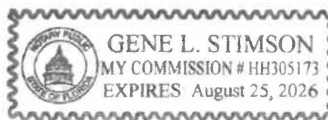
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced FL Drivers License

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

399 Riverview Road

Street or Post Office Box

Havana, Florida

City, State, Zip Code

Jose Tapia

Print Name

Signature



1280

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

***Morteza Hosseini***

is duly appointed a member of the  
**Investment Advisory Council**

for a term beginning on the Tenth day of June, A.D., 2025, until  
the Tenth day of June, A.D., 2029 and is subject to be  
confirmed by the Senate during the next regular session of the  
Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Third day of February, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2 x 11" document.



STATE BOARD OF ADMINISTRATION  
OF FLORIDA

1801 HERMITAGE BOULEVARD, SUITE 100  
TALLAHASSEE, FLORIDA 32308  
(850) 488-4406

POST OFFICE BOX 13300  
32317-3300

RON DESANTIS  
GOVERNOR  
CHAIR

BLAISE INGOGLIA  
CHIEF FINANCIAL OFFICER

JAMES UHLMER  
ATTORNEY GENERAL

CHRIS SPENCER  
EXECUTIVE DIRECTOR

January 5, 2026

Florida Division of Elections  
Commissions Issuance Section  
R.A. Gray Building  
500 South Bronough Street, Room 316  
Tallahassee, FL 32399-0250

Re: Investment Advisory Council Appointments:  
Mori Hosseini

Dear Sir/Madam:

The above-named individual has been appointed by the Trustees of the State Board of Administration to serve on the Investment Advisory Council. His term is as follows:

Appointee	Term Expiration Date
Mori Hosseini	June 10, 2029

Please let us know if you need anything else.

Best regards,

A handwritten signature in cursive script that reads "Amy P. Walker".

Amy P. Walker  
Senior Executive Assistant

2026 JAN 13 AM 8:22

RECEIVED

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 FEB -3 AM 9:13

CLERK OF COURTS  
TALLAHASSEE, FL

STATE OF FLORIDA

County of Volusia

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Investment Advisory Council

(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

Sworn to and subscribed before me by means of physical presence  OR online notarization

this 30<sup>th</sup> day of January, 2026

Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

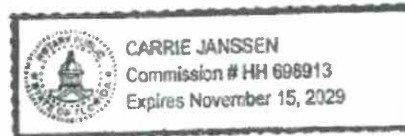
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

2379 Beville Road  
Street or Post Office Box

Daytona Beach, FL 32119  
City, State, Zip Code

Morteza Hosseini  
Print Name

Signature

1280

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Peter D. Jones*

is duly appointed a member of the  
**Investment Advisory Council**

for a term beginning on the Fifth day of March, A.D., 2025,  
until the Fifth day of March, A.D., 2029 and is subject to be  
confirmed by the Senate during the next regular session of the  
Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Sixteenth day of January, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

State of Florida appears in small letters across the face of this 8 1/2 x 11" document.



STATE BOARD OF ADMINISTRATION  
OF FLORIDA

1801 HERMITAGE BOULEVARD, SUITE 100  
TALLAHASSEE, FLORIDA 32308  
(850) 488-4406

POST OFFICE BOX 13300  
32317-3300

RON DESANTIS  
GOVERNOR  
CHAIR  
  
BLAISE INGOGLIA  
CHIEF FINANCIAL OFFICER  
  
JAMES UTHMEIER  
ATTORNEY GENERAL  
  
CHRIS SPENCER  
EXECUTIVE DIRECTOR

January 5, 2026

Florida Division of Elections  
Commissions Issuance Section  
R.A. Gray Building  
500 South Bronough Street, Room 316  
Tallahassee, FL 32399-0250

Re: Investment Advisory Council Appointment:  
Peter Jones

2026 JAN 13 AM 8:22

Dear Sir/Madam:

The above-named individual has been appointed by the Trustees of the State Board of Administration to serve on the Investment Advisory Council. His term is as follows:

Appointee	Term Expiration Date
Peter Jones	March 5, 2029

Please let us know if you need anything else.

Best regards,

Amy P. Walker  
Senior Executive Assistant

Hand Delivered

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes) 14 PH 2:35

STATE OF FLORIDA

County of PINELLAS

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

INVESTMENT ADVISORY COUNCIL OF THE STATE BOARD OF ADMINISTRATION  
(Full Name of Office - Abbreviations Not Accepted)

in which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature [Signature] Peter D. Jones

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 9 day of January, 2026

[Signature]  
Signature of Officer Administering Oath or of Notary Public

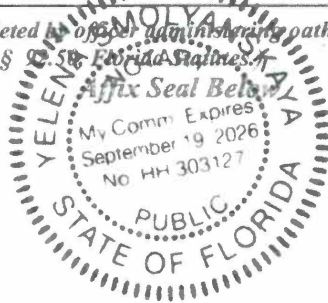
(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)



Personally Known  OR Produced Identification

Type of Identification Produced FL DL

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

308 MAGNOLIA DR  
Street or Post Office Box

CLEARWATER, FL 33756  
City, State, Zip Code

PETER D. JONES  
Print Name

Peter D. Jones  
Signature

1435

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Ashley Chaney*

is duly appointed a member of the  
**Governor's Mansion Commission**

for a term beginning on the Twelfth day of December, A.D.,  
2025, until the Thirtieth day of December, A.D., 2026 and is  
subject to be confirmed by the Senate during the next regular  
session of the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Sixteenth day of January, A D., 2026*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2" x 11" document



**RON DESANTIS**  
GOVERNOR

RECEIVED

2025 DEC 19 AM 10:10

DIVISION OF ELECTIONS  
TALLAHASSEE, FL

December 12, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 272.18, Florida Statutes:

Ms. Ashley Chaney  
1100 Terrace Street  
Tallahassee, Florida 32303

as a member of the Governor's Mansion Commission, filling a vacant seat previously occupied by Danielle Payne, subject to confirmation by the Senate. This appointment is effective December 12, 2025, for a term ending September 30, 2026.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron DeSantis".

Ron DeSantis  
Governor

RD/dw

**RON DESANTIS**  
GOVERNOR

2025 DEC 12 AM 10:10

TALLAHASSEE, FL

December 12, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 272.18, Florida Statutes:

Ms. Ashley Chaney  
1100 Terrace Street  
Tallahassee, Florida 32303

as a member of the Governor's Mansion Commission, filling a vacant seat previously occupied by Danielle Payne, subject to confirmation by the Senate. This appointment is effective December 12, 2025, for a term ending September 30, 2026.

Sincerely,



Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

RECEIVED  
DEPARTMENT OF STATE

2026 JAN -7 PM 2:13

DIVISION OF ELECTORAL  
SYSTEMS

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Florida Governor's Mansion Commission  
(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature

*Ashley Chaney*

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 6 day of January, 2026.

Signature of Officer Administering Oath or of Notary Public

*Alexis Poitras*

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

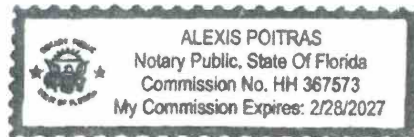
Print Name

Title

Court

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

1100 Terrace St

Street or Post Office Box

Tallahassee, FL 32303

City, State, Zip Code

Ashley Chaney

Print Name

*Ashley Chaney*

Signature

1435

**STATE OF FLORIDA  
DEPARTMENT OF STATE  
Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

***Savannah Kelly Jefferson***

is duly appointed a member of the  
**Governor's Mansion Commission**

for a term beginning on the Twenty-Second day of December,  
A.D., 2025, until the Thirtieth day of September, A.D., 2028  
and is subject to be confirmed by the Senate during the next  
regular session of the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the Sixteenth day of January, A.D., 2026.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2" x 11" document.



**RON DESANTIS**  
GOVERNOR

JAN 13 11:46

January 13, 2026

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 14.29, Florida Statutes:

Ms. Savannah Kelly Jefferson  
1432 Oldfield Drive  
Tallahassee, Florida 32308

as a member of the Florida Commission on Community Service, filling a vacant seat previously occupied by Kelli Walker, subject to confirmation by the Senate. This appointment is effective January 13, 2026, for a term ending September 14, 2027.

Sincerely,

Ron DeSantis  
Governor

RD/ch

**RON DESANTIS**  
GOVERNOR

759 77 -6 17 9:26

December 22, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

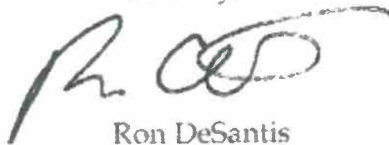
Dear Secretary Byrd:

Please be advised I have made the following appointment under the provisions of Section 272.18, Florida Statutes:

Ms. Savannah Kelly Jefferson  
1432 Oldfield Drive  
Tallahassee, Florida 32308

as a member of the Governor's Mansion Commission, filling a vacant seat previously occupied by Kyley Weida, subject to confirmation by the Senate. This appointment is effective December 22, 2025, for a term ending September 30, 2028.

Sincerely,



Ron DeSantis  
Governor

RD/dw

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

2026 JAN -9 PM 2:35

STATE OF FLORIDA

County of Leon

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

**Governor's Mansion Commission**

(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Signature Savannah Kelly Jefferson

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 9<sup>th</sup> day of January, 2026.

DeAndre N. Byrd  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath- see § 92.50, Florida Statutes.)

Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)



Personally Known  OR Produced Identification

Type of Identification Produced Fh, DL

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

1432 Oldfield Drive

Savannah Kelly Jefferson

Street or Post Office Box

Print Name

Tallahassee, FL 32308

Savannah Kelly Jefferson  
Signature

City, State, Zip Code

1980

**STATE OF FLORIDA  
DEPARTMENT OF STATE**

**Division of Elections**

I, Cord Byrd, Secretary of State,  
do hereby certify that

*Jeffrey Aaron*

is duly appointed a member of the

**Public Employees Relations Commission**

for a term beginning on the Twenty-Second day of July, A.D.,  
2025, until the First day of January, A.D., 2029 and is subject to  
be confirmed by the Senate during the next regular session of  
the Legislature.

*Given under my hand and the Great Seal of the  
State of Florida, at Tallahassee, the Capital, this  
the First day of December, A.D., 2025.*



Secretary of State

If photocopied or chemically altered, the word "VOID" will appear.

"State of Florida" appears in small letters across the face of this 8 1/2 x 11" document.



**RON DESANTIS**  
GOVERNOR

RECEIVED  
DEPARTMENT OF STATE  
2025 JUL 25 AM 9:51  
DIVISION OF ELECTIONS  
TALLAHASSEE, FL

July 22, 2025

Secretary Cord Byrd  
Department of State  
R.A. Gray Building, Room 316  
500 South Bronough Street  
Tallahassee, Florida 32399-0250

Dear Secretary Byrd:

Please be advised I have made the following reappointment under the provisions of Section 447.205, Florida Statutes:

Mr. Jeff Aaron  
766 Terra Place  
Maitland, Florida 32751

as a member of the Public Employees Relations Commission, subject to confirmation by the Senate. This appointment is effective July 22, 2025, for a term ending January 1, 2029.

Sincerely,

A handwritten signature in black ink, appearing to read "Ron DeSantis".

Ron DeSantis  
Governor

RD/kf

# OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.; § 92.50, Florida Statutes)

STATE OF FLORIDA

County of Orange

RECEIVED  
2025 NOV 21 AM 10:21  
DIVISION OF ELECTIONS  
TALLAHASSEE, FL

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Commissioner, for Public Employees Relation Commission

(Full Name of Office - Abbreviations Not Accepted)

on which I am now about to enter, so help me God.

(NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.)

Signature [Handwritten Signature]

Sworn to and subscribed before me by means of physical presence  OR online notarization   
this 14<sup>th</sup> day of October, 2025.

[Handwritten Signature]  
Signature of Officer Administering Oath or of Notary Public

(To be completed only by judges administering oath - see § 92.50, Florida Statutes.)

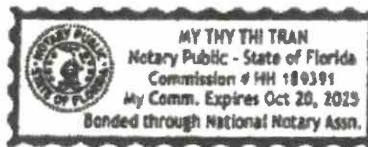
Print Name \_\_\_\_\_

Title \_\_\_\_\_

Court \_\_\_\_\_

(To be completed by officer administering oath, other than judges - see § 92.50, Florida Statutes.)

Affix Seal Below



Personally Known  OR Produced Identification

Type of Identification Produced \_\_\_\_\_

## ACCEPTANCE

I accept the office listed in the above Oath of Office.

Mailing Address: Home  Office

761 Tava Place

Street or Post Office Box

Maitland, FL 32751

City, State, Zip Code

Jeffrey [Handwritten Signature]

Print Name

[Handwritten Signature]  
Signature

# CourtSmart Tag Report

Room: SB 110

Case No.:

Type:

Caption: Senate Governmental Oversight and Accountability Committee

Judge:

Started: 2/11/2026 3:01:39 PM

Ends: 2/11/2026 5:45:04 PM

Length: 02:43:26

3:01:45 PM Chair Mayfield calls meeting to order  
3:01:47 PM Roll Call  
3:02:07 PM Chair Mayfield makes opening remarks  
3:02:25 PM Pledge  
3:03:03 PM Tab 1, CS/SB 332 by Senator Bradley, Public Meetings/Private Property Rights  
3:03:10 PM Amendment 328362  
3:03:17 PM Senator Bradley explains the amendment  
3:04:30 PM Senator Bradley waives close  
3:04:35 PM Chair Mayfield reports amendment  
3:04:47 PM Chair Mayfield recognizes public testimony  
3:05:04 PM Senator Bradley waives close  
3:05:06 PM Roll Call  
3:05:38 PM Tab 2, SB 464 by Senator Avila, Observance of Veterans' Day by K-12 Schools  
3:05:46 PM Senator Avila explains the bill  
3:06:51 PM Debate:  
3:06:56 PM Chair Mayfield  
3:07:15 PM Senator Avila closes on the bill  
3:07:35 PM Roll Call  
3:08:08 PM Tab 6, SB 984 by Senator DiCeglie, Firefighters Cancer Benefits and Prevention  
3:08:13 PM Senator DiCeglie explains the bill  
3:09:06 PM Amendment 493180  
3:09:12 PM Senator DiCeglie explains the amendment  
3:09:38 PM Senator DiCeglie waives close  
3:09:42 PM Chair Mayfield reports amendment  
3:09:52 PM Questions:  
3:09:55 PM Senator Rodriguez  
3:10:18 PM Senator DiCeglie  
3:10:38 PM Chair Mayfield recognizes public testimony:  
3:10:59 PM Wayne 'Bernie' Bernoska, Florida Professional Firefighters  
3:12:07 PM Elio Perez  
3:14:43 PM Senator DiCeglie closes on the bill  
3:15:20 PM Roll Call  
3:15:52 PM Tab 3, SB 576 by Senator Harrell, Local Government Cyber Security  
3:15:58 PM Amendment 104076  
3:16:05 PM Senator Harrell explains the amendment  
3:19:15 PM Senator Harrell waives close  
3:19:23 PM Chair Mayfield reports amendment  
3:19:30 PM Chair Mayfield recognizes public testimony  
3:19:54 PM Senator Harrell closes on the bill  
3:19:57 PM Roll Call  
3:20:44 PM Senator Harrell takes a personal point of privilege  
3:20:59 PM Tab 5, SB 964 by Senator Wright, Financial Disclosures  
3:21:03 PM Senator Wright explains the bill  
3:21:53 PM Chair Mayfield recognizes public testimony:  
3:22:08 PM Kerrie Stillman, Executive Director of the Florida Commission on Ethics  
3:22:30 PM Senator Wright closes on the bill  
3:22:41 PM Roll Call  
3:23:16 PM Tab 10, SB 1612 by Senator DiCeglie, Electronic Payments to Local Governments  
3:23:29 PM Amendment 948168  
3:23:36 PM Senator DiCeglie explains the amendment  
3:24:31 PM Chair Mayfield reports amendment  
3:24:39 PM Senator DiCeglie waives close

3:24:41 PM Roll Call  
3:26:00 PM Tab 31- Jeffrey Aaron, Appointee to the Florida Public Employee Relations Commission  
3:26:24 PM Debate:  
3:26:26 PM Senator Polsky  
3:28:25 PM Senator Brodeur moves to recommend confirmation of Jeffrey Aaron  
3:28:27 PM Roll Call  
3:28:53 PM Tab 12-30 Appointees to various Commissions  
3:29:23 PM Senator Rodriguez moves to recommend confirmation of appointees  
3:29:25 PM Roll Call  
3:29:57 PM Tab 4, SB 830 by Senator Leek, Public Records/County Administrators and City Managers  
3:30:01 PM Senator Leek explains the bill  
3:31:00 PM Chair Mayfield recognizes public testimony  
3:31:05 PM Debate:  
3:31:08 PM Senator Arrington  
3:31:43 PM Senator Leek closes on the bill  
3:31:54 PM Roll Call  
3:32:38 PM Tab 7, SB 1096 by Senator Burgess, Remedies for Violations of the Florida Civil Rights Act  
3:32:42 PM Senator Burgess explains the bill  
3:33:22 PM Chair Mayfield recognizes public testimony  
3:33:27 PM Senator Burgess waives close  
3:33:28 PM Roll Call  
3:33:59 PM Tab 11, SB 1656 by Senator Burgess, Designation of the Official State Flagship  
3:34:04 PM Senator Burgess explains the bill  
3:35:21 PM Senator Burgess waives close  
3:35:23 PM Roll Call  
3:35:53 PM Chair Mayfield moves for informal recess  
3:35:55 PM Recording Paused  
4:08:43 PM Recording Resumed  
4:08:50 PM Chair Mayfield calls meeting back to order  
4:08:57 PM Tab 8, SB 1296 by Senator Martin, Public Employee Relations Commission  
4:09:02 PM Senator Martin explains the bill  
4:10:35 PM Questions:  
4:10:38 PM Senator Arrington  
4:10:47 PM Senator Martin  
4:10:57 PM Senator Arrington  
4:11:37 PM Proposed Committee Substitute (PCS) 655050  
4:11:42 PM Senator Martin explains the PCS  
4:14:30 PM Questions:  
4:14:35 PM Senator Arrington  
4:15:12 PM Senator Martin  
4:16:30 PM Senator Arrington  
4:16:38 PM Senator Martin  
4:17:02 PM Chair Mayfield  
4:17:05 PM Senator Arrington  
4:17:44 PM Senator Martin  
4:18:12 PM Senator Arrington  
4:18:34 PM Senator Martin  
4:18:37 PM Senator Arrington  
4:19:01 PM Senator Martin  
4:19:18 PM Senator Arrington  
4:19:40 PM Senator Martin  
4:20:36 PM Senator Polsky  
4:20:58 PM Senator Martin  
4:23:00 PM Senator Polsky  
4:23:09 PM Senator Martin  
4:23:48 PM Senator Polsky  
4:24:00 PM Senator Martin  
4:24:12 PM Senator Polsky  
4:24:36 PM Senator Martin  
4:25:24 PM Senator Polsky  
4:25:36 PM Senator Martin  
4:26:07 PM Senator Polsky

<b>4:26:18 PM</b>	Senator Martin
<b>4:26:37 PM</b>	Senator Polsky
<b>4:27:08 PM</b>	Senator Martin
<b>4:27:57 PM</b>	Senator Polsky
<b>4:28:15 PM</b>	Senator Martin
<b>4:28:19 PM</b>	Senator Polsky
<b>4:28:39 PM</b>	Senator Martin
<b>4:29:09 PM</b>	Senator Polsky
<b>4:29:18 PM</b>	Senator Martin
<b>4:29:56 PM</b>	Senator Polsky
<b>4:30:32 PM</b>	Senator Martin
<b>4:32:54 PM</b>	Senator Polsky
<b>4:33:07 PM</b>	Chair Mayfield
<b>4:33:22 PM</b>	Senator Martin
<b>4:33:50 PM</b>	Senator Polsky
<b>4:34:30 PM</b>	Senator Martin
<b>4:34:48 PM</b>	Senator Polsky
<b>4:35:24 PM</b>	Senator Martin
<b>4:35:38 PM</b>	Senator Polsky
<b>4:36:06 PM</b>	Senator Martin
<b>4:37:09 PM</b>	Senator Polsky
<b>4:37:22 PM</b>	Senator Martin
<b>4:38:54 PM</b>	Senator Polsky
<b>4:39:58 PM</b>	Senator Martin
<b>4:41:54 PM</b>	Senator Polsky
<b>4:42:21 PM</b>	Senator Martin
<b>4:43:39 PM</b>	Senator Polsky
<b>4:43:53 PM</b>	Senator Martin
<b>4:45:17 PM</b>	Senator Polsky
<b>4:45:46 PM</b>	Senator Martin
<b>4:45:54 PM</b>	Senator Polsky
<b>4:46:13 PM</b>	Senator Martin
<b>4:46:23 PM</b>	Senator Polsky
<b>4:46:31 PM</b>	Senator Martin
<b>4:46:34 PM</b>	Senator Polsky
<b>4:46:49 PM</b>	Senator Martin
<b>4:46:57 PM</b>	Senator Polsky
<b>4:47:32 PM</b>	Senator Martin
<b>4:47:58 PM</b>	Senator Bracy-Davis
<b>4:48:19 PM</b>	Senator Martin
<b>4:49:18 PM</b>	Chair Mayfield recognizes public testimony:
<b>4:49:32 PM</b>	Rusty Brown
<b>4:50:41 PM</b>	Vincent Morelli
<b>4:51:41 PM</b>	Timothy Moses
<b>4:52:41 PM</b>	Kelley Labeledz
<b>4:55:47 PM</b>	Eddie Carter
<b>4:57:22 PM</b>	Robin Goodman
<b>5:00:03 PM</b>	Jessican Sawicki
<b>5:01:38 PM</b>	Mark Anthony Johnson
<b>5:02:46 PM</b>	Jeanette Ransom
<b>5:04:37 PM</b>	Patrick Lewicki
<b>5:05:47 PM</b>	Tammie Grant
<b>5:06:48 PM</b>	Sherita Reaves
<b>5:08:42 PM</b>	Gill Bush
<b>5:10:31 PM</b>	Matthew Yusckat, FEA
<b>5:11:44 PM</b>	Christy Kirkland
<b>5:12:48 PM</b>	Shawntrel Jackson
<b>5:14:26 PM</b>	Kelley Stephenson
<b>5:15:34 PM</b>	Calvin Stewart
<b>5:16:24 PM</b>	Darryn Duncan
<b>5:18:16 PM</b>	Anne Barrett
<b>5:19:29 PM</b>	David Jimenez

**5:21:12 PM** Porsha Hugger  
**5:23:07 PM** Dusty Bailey  
**5:26:38 PM** Chair Mayfield reads statement to extend the meeting until completion of agenda under Rule 2.10(2)  
**5:27:32 PM** Debate:  
**5:27:38 PM** Senator Bracy-Davis  
**5:32:30 PM** Senator Arrington  
**5:34:40 PM** Senator Polsky  
**5:38:12 PM** Senator Rodriguez  
**5:38:35 PM** Chair Mayfield  
**5:39:19 PM** Senator Martin closes on the bill  
**5:42:14 PM** Chair Mayfield moves to confirm the PCS  
**5:42:15 PM** Roll Call  
**5:42:40 PM** Tab 9, SB 1298 by Senator Martin, Public Records/Public Employees Relations Commission  
**5:42:45 PM** Senator Martin explains the bill  
**5:42:52 PM** Amendment 396156  
**5:42:57 PM** Senator Martin explains the amendment  
**5:43:40 PM** Chair Mayfield recognizes public testimony  
**5:43:52 PM** Senator Martin waives close  
**5:44:04 PM** Roll Call  
**5:44:46 PM** Senator Rodriguez moves to record missed votes  
**5:44:58 PM** Senator McClain moves to adjourn  
**5:44:59 PM** Meeting adjourned