

1 A bill to be entitled
 2 An act relating to the employment of ex-offenders;
 3 providing legislative intent; requiring state agencies and
 4 regulatory boards to submit to legislative officers and
 5 committees a report that states current restrictions on
 6 the employment of ex-offenders and possible alternatives
 7 that are compatible with protecting the public safety;
 8 requiring that such a report be submitted biennially;
 9 providing an effective date.

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

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13 Section 1. Restrictions on the employment of ex-offenders;
 14 legislative intent; state agency reporting requirements.--

15 (1) The Legislature declares that it is the policy of this
 16 state to provide to prospective employees a clear statement of
 17 which crimes would disqualify ex-offenders from which
 18 occupations. It is the intent of the Legislature to make
 19 opportunities for employment available to ex-offenders so that
 20 they will be less likely to revert to criminal behavior, insofar
 21 as the employment of such persons does not detract from the
 22 safety of the public. The Legislature further declares that
 23 state agencies should clearly state all restrictions imposed by
 24 the agencies or by boards that regulate professions and
 25 occupations on the employment of persons who have committed
 26 crimes and have paid their debts to society and should make an
 27 effort to establish that each such restriction is as limited as
 28 possible while continuing to support the goal of public safety.

29 (2) Each state agency, including, but not limited to,
30 professional and occupational regulatory boards, shall, by
31 December 31, 2008, submit to the President of the Senate, the
32 Speaker of the House of Representatives, and the chairs of the
33 appropriate legislative committees a report that includes:

34 (a) A list of all laws, rules, policies, and practices
35 followed by the agency or imposed by the board which disqualify
36 from employment persons who have been convicted of a crime and
37 have completed any incarceration and restitution to which they
38 have been sentenced for such a crime.

39 (b) The conclusions resulting from a review of these laws,
40 rules, policies, and practices which the agency has conducted,
41 including, for each such law, rule, policy, and practice,
42 documentation of whether it is clearly stated in writing and is
43 readily available to prospective employees and a statement of
44 any less restrictive way to protect the safety of the public
45 while simultaneously providing employment opportunities for ex-
46 offenders.

47 (c) If the restriction is based on a standard of good
48 moral character, crimes or acts of moral turpitude, or crimes
49 related to a specific occupation, proposed alternative wording
50 of laws, rules, and policies which more precisely describes the
51 basis for denial of employment.

52 (d) Proposed ways of removing unnecessary barriers to the
53 employment of ex-offenders which are not mandated by statute.

54 (e) Proposed statutory amendments that would reduce
55 undesirable barriers to employment, render the remaining
56 barriers optimally consistent among jobs that have very similar

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57 characteristics and require nearly identical degrees of
58 trustworthiness and responsibility, and improve the clarity of
59 requirements applicable to an ex-offender who seeks employment
60 with a state agency or in an occupation regulated by a state
61 board.

62 (3) Beginning in 2011, each state agency shall submit a
63 report in accordance with subsection (2) biennially by December
64 31 of each odd-numbered year.

65 Section 2. This act shall take effect July 1, 2008.