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LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
03/19/2015	.	
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The Committee on Fiscal Policy (Hukill) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause
and insert:

Section 1. Effective January 1, 2016, section 17.68,
Florida Statutes, is created to read:

17.68 Financial Literacy Program for Individuals with
Developmental Disabilities.-

(1) The Legislature finds that the state has a compelling
interest in promoting the economic independence and successful



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11 employment of individuals with developmental disabilities as
12 defined in s. 393.063. In comparison with the general
13 population, individuals with developmental disabilities
14 experience lower rates of educational achievement, employment,
15 and annual earnings and are more likely to live in poverty.
16 Additionally, such individuals must navigate a complex network
17 of federal and state programs in order to be eligible for
18 financial and health benefits. Thus, it is essential that these
19 individuals have sufficient financial management knowledge and
20 skills to be able to comply with the benefit eligibility
21 processes and make informed decisions regarding financial
22 services and products provided by financial institutions.
23 Enhancing the financial literacy of such individuals will
24 provide a pathway for economic independence and successful
25 employment.

26 (2) The Financial Literacy Program for Individuals with
27 Developmental Disabilities is established within the Department
28 of Financial Services. The department, in consultation with
29 public and private stakeholders, shall develop and implement the
30 program, which shall be designed to promote the economic
31 independence and successful employment of individuals with
32 developmental disabilities. Banks, credit unions, savings
33 associations, and savings banks will be key participants in the
34 development and promotion of the program. The program must
35 provide information, resources, outreach, and education on the
36 following issues:

37 (a) For individuals with developmental disabilities:
38 1. Financial education, including instruction on money
39 management skills and the effective use of financial services



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40 and products, to promote income preservation and asset
41 development.

42 2. Identification of available financial and health benefit
43 programs and services.

44 3. Job training programs and employment opportunities,
45 including work incentives and state and local workforce
46 development programs.

47 4. The impact of earnings and assets on federal and state
48 financial and health benefit programs and options to manage such
49 impact.

50 (b) For employers in this state, strategies to make program
51 information and educational materials available to their
52 employees with developmental disabilities.

53 (3) The department shall:

54 (a) Establish on its website a clearinghouse for
55 information regarding the program and other resources available
56 for individuals with developmental disabilities and their
57 employers.

58 (b) Publish a brochure that describes the program and is
59 accessible on its website.

60 (4) Within 90 days after the department establishes its
61 website and publishes its brochure, each bank, savings
62 association, and savings bank that is a qualified public
63 depository as defined in s. 280.02 shall:

64 (a) Make copies of the department's brochures available,
65 upon the request of the consumer, at its principal place of
66 business and each branch office located in this state which has
67 in-person teller services by having copies of the brochure
68 available or having the capability to print a copy of the



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69 brochure from the department's website. Upon request, the
70 department shall provide copies of the brochure to a bank,
71 savings association, or savings bank.

72 (b) Provide on its website a hyperlink to the department's
73 website for the program. If the department changes its website
74 address for the program, the bank, savings association, or
75 savings bank must update the hyperlink within 90 days after
76 notification by the department of such change.

77 Section 2. Section 110.107, Florida Statutes, is reordered
78 and amended to read:

79 110.107 Definitions.—As used in this chapter, the term:

80 (5)~~(1)~~ "Department" means the Department of Management
81 Services.

82 (28)~~(2)~~ "Secretary" means the Secretary of Management
83 Services.

84 (11)~~(3)~~ "Furlough" means a temporary reduction in the
85 regular hours of employment in a pay period, or temporary leave
86 without pay for one or more pay periods, with a commensurate
87 reduction in pay, which is necessitated by a projected deficit
88 in any fund that supports salary and benefit appropriations. The
89 deficit must be projected by the Revenue Estimating Conference
90 pursuant to s. 216.136(3).

91 (30)~~(4)~~ "State agency" or "agency" means any official,
92 officer, commission, board, authority, council, committee, or
93 department of the executive branch or the judicial branch of
94 state government as defined in chapter 216.

95 (21)~~(5)~~ "Position" means the work, consisting of duties and
96 responsibilities, assigned to be performed by an officer or
97 employee.



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98 ~~(10)(6)~~ "Full-time position" means a position authorized
99 for the entire normally established work period, whether daily,
100 weekly, monthly, or annually.

101 ~~(18)(7)~~ "Part-time position" means a position authorized
102 for less than the entire normally established work period,
103 whether daily, weekly, monthly, or annually.

104 ~~(16)(8)~~ "Occupation" means all positions that ~~which~~ are
105 sufficiently similar in knowledge, skills, ~~and~~ abilities, and
106 the ~~sufficiently similar as to~~ kind or subject matter of work.

107 ~~(17)(9)~~ "Occupational group" means a group of occupations
108 that ~~which~~ are sufficiently similar in the kind of work
109 performed to warrant the use of the same performance factors in
110 determining the level of complexity for all occupations in that
111 occupational group.

112 ~~(3)(10)~~ "Classification plan" means a formal description of
113 the concepts, rules, job family definitions, occupational group
114 characteristics, and occupational profiles used in the
115 classification of positions.

116 ~~(20)(11)~~ "Pay plan" means a formal description of the
117 philosophy, methods, procedures, and salary schedules for
118 competitively compensating employees at market-based rates for
119 work performed.

120 ~~(27)(12)~~ "Salary schedule" means an official document that
121 ~~which~~ contains a complete list of occupation titles, broadband
122 level codes, and pay bands.

123 ~~(1)(13)~~ "Authorized position" means a position included in
124 an approved budget. In counting the number of authorized
125 positions, part-time positions may be converted to full-time
126 equivalents.



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127 (8)~~(14)~~ "Established position" means an authorized position
128 that ~~which~~ has been classified in accordance with a
129 classification and pay plan as provided by law.

130 (22)~~(15)~~ "Position number" means the identification number
131 assigned to an established position.

132 (26)~~(16)~~ "Reclassification" means the changing of an
133 established position in one broadband level in an occupational
134 group to a higher or lower broadband level in the same
135 occupational group or to a broadband level in a different
136 occupational group.

137 (24)~~(17)~~ "Promotion" means the changing of the
138 classification of an employee to a broadband level having a
139 higher maximum salary; or the changing of the classification of
140 an employee to a broadband level having the same or a lower
141 maximum salary but a higher level of responsibility.

142 (4)~~(18)~~ "Demotion" means the changing of the classification
143 of an employee to a broadband level having a lower maximum
144 salary; or the changing of the classification of an employee to
145 a broadband level having the same or a higher maximum salary but
146 a lower level of responsibility.

147 (32)~~(19)~~ "Transfer" means moving an employee from one
148 geographic location of the state to a different geographic
149 location more than ~~in excess of~~ 50 miles from the employee's
150 current work location.

151 (25)~~(20)~~ "Reassignment" means moving an employee from a
152 position in one broadband level to a different position in the
153 same broadband level or to a different broadband level having
154 the same maximum salary.

155 (6)~~(21)~~ "Dismissal" means a disciplinary action taken by an



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156 agency pursuant to s. 110.227 against an employee which results
157 ~~resulting~~ in the termination of his or her employment.

158 ~~(31)-(22)~~ "Suspension" means a disciplinary action taken by
159 an agency pursuant to s. 110.227 against an employee which ~~to~~
160 temporarily relieves ~~relieve~~ the employee of his or her duties
161 and places ~~place~~ him or her on leave without pay.

162 ~~(15)-(23)~~ "Layoff" means termination of employment due to a
163 shortage of funds or work, or a material change in the duties or
164 organization of an agency, including the outsourcing or
165 privatization of an activity or function previously performed by
166 career service employees.

167 ~~(7)-(24)~~ "Employing agency" means any agency authorized to
168 employ personnel to carry out the responsibilities of the agency
169 under the provisions of chapter 20 or other law ~~statutory~~
170 ~~authority~~.

171 ~~(29)-(25)~~ "Shared employment" means part-time career
172 employment in which ~~whereby~~ the duties and responsibilities of a
173 full-time position in the career service are divided among part-
174 time employees who are eligible for the position and who receive
175 career service benefits and wages pro rata. The term ~~In no case~~
176 ~~shall~~ "shared employment" does not include the employment of
177 persons paid from other-personal-services funds.

178 ~~(9)-(26)~~ "Firefighter" means a firefighter certified under
179 chapter 633.

180 ~~(14)-(27)~~ "Law enforcement or correctional officer" means a
181 law enforcement officer, special agent, correctional officer,
182 correctional probation officer, or institutional security
183 specialist ~~required to be~~ certified under chapter 943.

184 ~~(23)-(28)~~ "Professional health care provider" means



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185 registered nurses, physician's assistants, dentists,
186 psychologists, nutritionists or dietitians, pharmacists,
187 psychological specialists, physical therapists, and speech and
188 hearing therapists.

189 (13)~~(29)~~ "Job family" means a defined grouping of one or
190 more occupational groups.

191 (19)~~(30)~~ "Pay band" means the minimum salary, the maximum
192 salary, and intermediate rates that ~~which~~ are payable for work
193 in a specific broadband level.

194 (2)~~(31)~~ "Broadband level" means all positions that ~~which~~
195 are sufficiently similar in knowledge, skills, and abilities;
196 ~~the, and sufficiently similar as to~~ kind or subject matter of
197 work; ~~the,~~ level of difficulty or the level of
198 responsibilities;~~;~~ and the qualification requirements of the
199 work so as to warrant the same treatment with respect ~~as~~ to
200 title, pay band, and other personnel transactions.

201 (12) "Individual who has a disability" means a person who
202 has a physical or intellectual impairment that substantially
203 limits one or more major life activities; a person who has a
204 history or record of such an impairment; or a person who is
205 perceived by others as having such an impairment.

206 Section 3. Subsections (1) and (2) of section 110.112,
207 Florida Statutes, are amended, present subsections (3) through
208 (6) of that section are redesignated as subsections (4) through
209 (7), respectively, and a new subsection (3) is added to that
210 section, to read:

211 110.112 Affirmative action; equal employment opportunity.—

212 (1) It is ~~shall be~~ the policy of this ~~the~~ state to assist
213 in providing the assurance of equal employment opportunity



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214 through programs of affirmative and positive action that will
215 allow full utilization of women, and minorities, and individuals
216 who have a disability.

217 (2) (a) The head of each executive agency shall develop and
218 implement an affirmative action plan in accordance with rules
219 adopted by the department and approved by a majority vote of the
220 Administration Commission before their adoption.

221 (b) Each executive agency shall establish annual goals for
222 ensuring full utilization of groups underrepresented in the
223 agency's ~~its~~ workforce, including women, minorities, and
224 individuals who have a disability, as compared to the relevant
225 labor market, as defined by the agency. Each executive agency
226 shall design its affirmative action plan to meet its established
227 goals.

228 (c) Each executive agency shall annually report to the
229 department regarding the agency's progress toward increasing
230 employment among women, minorities, and individuals who have a
231 disability.

232 (d) ~~(e)~~ An affirmative action-equal employment opportunity
233 officer shall be appointed by the head of each executive agency.
234 The affirmative action-equal employment opportunity officer's
235 responsibilities must include determining annual goals,
236 monitoring agency compliance, and providing consultation to
237 managers regarding progress, deficiencies, and appropriate
238 corrective action.

239 (e) ~~(d)~~ The department shall report information in its
240 annual workforce report relating to the implementation,
241 continuance, updating, and results of each executive agency's
242 affirmative action plan for the previous fiscal year. The annual



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243 workforce report must also include data for each executive
244 agency relating to employment levels among women, minorities,
245 and individuals who have a disability.

246 (f)~~(e)~~ The department shall provide to all supervisory
247 personnel of the executive agencies training in the principles
248 of equal employment opportunity and affirmative action, the
249 development and implementation of affirmative action plans, and
250 the establishment of annual affirmative action goals. The
251 department may contract for training services, and each
252 participating agency shall reimburse the department for costs
253 incurred through such contract. After the department approves
254 the contents of the training program for the agencies, the
255 department may delegate this training to the executive agencies.

256 (3) (a) The department, in consultation with the Agency for
257 Persons with Disabilities, the Division of Vocational
258 Rehabilitation and the Division of Blind Services of the
259 Department of Education, the Department of Economic Opportunity,
260 and the Executive Office of the Governor, shall develop and
261 implement programs that incorporate internships, mentoring, on-
262 the-job training, unpaid work experience, situational
263 assessments, and other innovative strategies that are
264 specifically geared toward individuals who have a disability.

265 (b) By January 1, 2016, the department shall develop
266 mandatory training programs for human resources personnel and
267 hiring managers of executive agencies which support the
268 employment of individuals who have a disability.

269 (c) 1. By January 1, 2016, each executive agency shall
270 develop an agency-specific plan that addresses how to promote
271 employment opportunities for individuals who have a disability.



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272 2. The department shall assist executive agencies in the
273 implementation of agency-specific plans. The department shall
274 regularly report to the Governor, the President of the Senate,
275 and the Speaker of the House of Representatives the progress of
276 executive agencies in implementing these plans. Such reports
277 shall be made at least biannually.

278 (d) The department shall compile data regarding the hiring
279 practices of executive agencies with regard to individuals who
280 have a disability and make such data available on its website.

281 (e) The department shall assist executive agencies in
282 identifying and implementing strategies for retaining employees
283 who have a disability which include, but are not limited to,
284 training programs, funding reasonable accommodations, increasing
285 access to appropriate technologies, and ensuring accessibility
286 of physical and virtual workplaces.

287 (f) The department shall adopt rules relating to forms that
288 provide for the voluntary self-identification of individuals who
289 a disability who are employed by an executive agency.

290 (g) This subsection does not create any substantive or
291 procedural right or benefit enforceable at law or in equity
292 against the state or a state agency, or an officer, employee, or
293 agent thereof.

294 Section 4. Effective January 1, 2016, paragraph (e) is
295 added to subsection (1) of section 280.16, Florida Statutes, to
296 read:

297 280.16 Requirements of qualified public depositories;
298 confidentiality.—

299 (1) In addition to any other requirements specified in this
300 chapter, qualified public depositories shall:



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301 (e) Participate in the Financial Literacy Program for
302 Individuals with Developmental Disabilities as required under s.
303 17.68.

304 Section 5. Subsection (9) of section 393.063, Florida
305 Statutes, is amended to read:

306 393.063 Definitions.—For the purposes of this chapter, the
307 term:

308 (9) "Developmental disability" means a disorder or syndrome
309 that is attributable to intellectual disability, cerebral palsy,
310 autism, Down syndrome, spina bifida, or Prader-Willi syndrome;
311 that manifests before the age of 18; and that constitutes a
312 substantial handicap that can reasonably be expected to continue
313 indefinitely.

314 Section 6. Employment First Act.—

315 (1) SHORT TITLE.—This section may be cited as the
316 "Employment First Act."

317 (2) LEGISLATIVE INTENT.—The Legislature finds that
318 employment is the most direct and cost-effective means to assist
319 an individual in achieving independence and fulfillment;
320 however, individuals with disabilities are confronted by unique
321 barriers to employment that inhibit their opportunities to
322 compete fairly in the labor force. It is the intent of the
323 Legislature to provide a framework for a long-term commitment to
324 improving employment outcomes for individuals with disabilities
325 in this state through the implementation of the Employment First
326 Act.

327 (3) PURPOSE.—The purpose of the Employment First Act is to
328 prioritize employment of individuals with disabilities and to
329 change the employment system to better integrate individuals



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330 with disabilities into the workforce. The Employment First Act
331 encourages a collaborative effort between state agencies and
332 organizations to achieve better employment outcomes for
333 individuals with disabilities.

334 (4) INTERAGENCY COOPERATIVE AGREEMENT.—The following state
335 agencies and organizations shall develop an interagency
336 cooperative agreement to implement the Employment First Act:

337 (a) The Division of Vocational Rehabilitation of the
338 Department of Education.

339 (b) The Division of Blind Services of the Department of
340 Education.

341 (c) The Bureau of Exceptional Education and Student
342 Services of the Department of Education.

343 (d) The Agency for Persons with Disabilities.

344 (e) The Substance Abuse and Mental Health Program of the
345 Department of Children and Families.

346 (f) The Department of Economic Opportunity.

347 (g) CareerSource Florida, Inc.

348 (h) The Florida Developmental Disabilities Council.

349 (i) Florida Association of Rehabilitation Facilities.

350 (j) Other appropriate organizations.

351 (5) ROLES AND RESPONSIBILITIES.—The interagency cooperative
352 agreement shall outline the roles and responsibilities of the
353 state agencies and organizations identified in subsection (4).

354 The objectives of the interagency cooperative agreement must
355 include all of the following:

356 (a) Establishing a commitment by leadership of the state
357 agencies and organizations to maximize the resources and
358 coordination to improve employment outcomes for individuals with



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359 disabilities who seek publicly funded services.

360 (b) Developing strategic goals and benchmarks to assist the
361 state agencies and organizations in the implementation of this
362 agreement.

363 (c) Identifying financing and contracting methods that will
364 help to prioritize employment for individuals with disabilities
365 by state agencies and organizations.

366 (d) Establishing training methods to better integrate
367 individuals with disabilities into the workforce.

368 (e) Ensuring collaborative efforts between multiple
369 agencies to achieve the purposes of this act.

370 (f) Promoting service innovations to better assist
371 individuals with disabilities in the workplace.

372 (g) Identifying accountability measures to ensure the
373 sustainability of this agreement.

374 Section 7. Florida Unique Abilities Partner program.-

375 (1) CREATION AND PURPOSE.-The Department of Economic
376 Opportunity shall establish the Florida Unique Abilities Partner
377 program to designate a business entity as a Florida Unique
378 Abilities Partner if the business entity demonstrates
379 commitment, through employment or support, to the independence
380 of individuals who have a disability. The department shall
381 consult with the Agency for Persons with Disabilities, the
382 Division of Vocational Rehabilitation of the Department of
383 Education, the Division of Blind Services of the Department of
384 Education, and CareerSource Florida, Inc., in creating the
385 program.

386 (2) DEFINITIONS.-As used in this section, the term:

387 (a) "Department" means the Department of Economic



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388 Opportunity.

389 (b) "Individuals who have a disability" means persons who
390 have a physical or intellectual impairment that substantially
391 limits one or more major life activities; persons who have a
392 history or record of such an impairment; or persons who are
393 perceived by others as having such an impairment.

394 (3) DESIGNATION.—

395 (a) A business entity may apply to the department to be
396 designated as a Florida Unique Abilities Partner, based on the
397 business entity's achievements in at least one of the following
398 categories:

399 1. Employment of individuals who have a disability.

400 2. Contributions to local or national disability
401 organizations.

402 3. Contributions to or the establishment of a program that
403 contributes to the independence of individuals who have a
404 disability.

405 (b) As an alternative to application by a business entity,
406 the department must consider nominations from members of the
407 community where the business entity is located. The nomination
408 must identify the business entity's achievements in at least one
409 of the categories provided in paragraph (a).

410 (c) The name, location, and contact information of the
411 business entity must be included in the business entity's
412 application or nomination.

413 (d) The department shall adopt procedures for the
414 application, nomination, and designation processes for the
415 Florida Unique Abilities Partner program. Designation as a
416 Florida Unique Abilities Partner does not establish or involve



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417 licensure, does not affect the substantial interests of a party,
418 and does not constitute a final agency action. The Florida
419 Unique Abilities Partner program and designation are not subject
420 to chapter 120, Florida Statutes.

421 (4) ELIGIBILITY AND AWARD.-In determining the eligibility
422 for the designation of a business entity as a Florida Unique
423 Abilities Partner, the department shall consider, at a minimum,
424 the following criteria:

425 (a) For a designation based on an application by a
426 business:

427 1. A business entity must certify that it employs at least
428 one individual who has a disability. Such employees must be
429 residents of this state and must have been employed by the
430 business entity for at least 9 months before the business
431 entity's application for the designation. The department may not
432 require the employer to provide personally identifiable
433 information about its employees;

434 2. A business entity must certify that it has made
435 contributions to local and national disability organizations or
436 contributions in support of individuals who have a disability.
437 Contributions may be accomplished through financial or in-kind
438 contributions, including employee volunteer hours. Contributions
439 must be documented by providing copies of written receipts or
440 letters of acknowledgment from recipients or donees. A business
441 entity with 100 or fewer employees must make a financial or in-
442 kind contribution of at least \$1,000, and a business entity with
443 more than 100 employees must make a financial or in-kind
444 contribution of at least \$5,000; or

445 3. A business entity must certify that it has established,



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446 or has contributed to the establishment of, a program that
447 contributes to the independence of individuals who have a
448 disability. Contributions must be documented by providing copies
449 of written receipts, a summary of the program, program
450 materials, or letters of acknowledgment from program
451 participants or volunteers. A business entity with 100 or fewer
452 employees must make a financial or in-kind contribution of at
453 least \$1,000 in the program, and a business entity with more
454 than 100 employees must make a financial or in-kind contribution
455 of at least \$5,000.

456
457 A business entity that applies to the department to be
458 designated as a Florida Unique Abilities Partner shall be
459 awarded the designation upon meeting the requirements of this
460 section.

461 (b) For a designation based upon receipt of a nomination of
462 a business entity:

463 1. The department shall determine whether the nominee,
464 based on the information provided by the nominating person or
465 entity, meets the requirements of paragraph (a). The department
466 may request additional information from the nominee.

467 2. If the nominee meets the requirements, the department
468 shall provide notice, including the qualification criteria
469 provided in the nomination, to the nominee regarding the
470 nominee's eligibility to be awarded a designation as a Florida
471 Unique Abilities Partner.

472 3. The nominee shall be provided 30 days from the receipt
473 of the notice to certify that the information in the notice is
474 true and accurate and accept the nomination; or to decline the



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475 nomination. After 30 days, if the nomination has not been
476 accepted, the department may not award the designation. If the
477 nominee accepts the nomination, the department shall award the
478 designation. If the nominee declines the nomination, the
479 department may not award the designation.

480 (5) ANNUAL CERTIFICATION.—After an initial designation as a
481 Florida Unique Abilities Partner, a business entity must certify
482 each year that it continues to meet the criteria for the
483 designation. If a business entity does not submit the yearly
484 certification of continued eligibility, the department shall
485 remove the designation. A business entity may elect to
486 discontinue its use of the designation at any time by notifying
487 the department of such decision.

488 (6) LOGO DEVELOPMENT.—

489 (a) The department, in consultation with members of the
490 disability community, shall develop a logo that identifies a
491 business entity that is designated as a Florida Unique Abilities
492 Partner.

493 (b) The department shall adopt guidelines and requirements
494 for use of the logo, including how the logo may be used in
495 advertising. The department may allow a business entity to
496 display a Florida Unique Abilities Partner logo upon
497 designation. A business entity that has not been designated as a
498 Florida Unique Abilities Partner or has elected to discontinue
499 its designated status may not display the logo.

500 (7) WEBSITE.—The department shall maintain a website for
501 the program. At a minimum, the website must provide: a list of
502 business entities, by county, that currently have the Florida
503 Unique Abilities Partner designation, updated quarterly;



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504 information regarding the eligibility requirements for the
505 designation and the method of application or nomination; and
506 best practices for business entities to facilitate the inclusion
507 of individuals who have a disability, updated annually. The
508 website may provide links to the websites of organizations or
509 other resources that will aid business entities to employ or
510 support individuals who have a disability.

511 (8) INTERAGENCY COLLABORATION.—

512 (a) The Agency for Persons with Disabilities shall provide
513 a link on its website to the department's website for the
514 Florida Unique Abilities Partner program.

515 (b) On a quarterly basis, the department shall provide the
516 Florida Tourism Industry Marketing Corporation with a current
517 list of all businesses that are designated as Florida Unique
518 Abilities Partners. The Florida Tourism Industry Marketing
519 Corporation must consider the Florida Unique Abilities Partner
520 program in the development of marketing campaigns, and
521 specifically in any targeted marketing campaign for individuals
522 who have a disability or their families.

523 (c) The department and CareerSource Florida, Inc., shall
524 identify employment opportunities posted by business entities
525 that currently have the Florida Unique Abilities Partner
526 designation on the workforce information system under s.
527 445.011, Florida Statutes.

528 (9) REPORT.—

529 (a) By January 1, 2016, the department shall provide a
530 report to the President of the Senate and the Speaker of the
531 House of Representatives on the status of the implementation of
532 this section, including the adoption of rules, development of



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533 the logo, and development of application procedures.

534 (b) Beginning in 2016 and each year thereafter, the
535 department's annual report required under s. 20.60, Florida
536 Statutes, must describe in detail the progress and use of the
537 program. At a minimum, the report must include the following
538 information for the most recent year: the number of applications
539 and nominations received; the number of nominations accepted and
540 declined; designations awarded; annual certifications; use of
541 information provided under subsection (8); and any other
542 information deemed necessary to evaluate the program.

543 (10) RULES.—The department shall adopt rules to administer
544 this section.

545 Section 8. For the 2015-2016 fiscal year, the sums of
546 \$100,000 in recurring funds and \$100,000 in nonrecurring funds
547 from the Special Employment Security Administration Trust Fund
548 are appropriated to the Department of Economic Opportunity for
549 the purpose of funding the development, implementation, and
550 administration of the Florida Unique Abilities Partner program
551 created by this act.

552 Section 9. For the 2015-2016 fiscal year, the sums of
553 \$63,664 in recurring funds and \$73,570 in nonrecurring funds
554 from the Insurance Regulatory Trust Fund are appropriated to the
555 Consumer Assistance Program within the Department of Financial
556 Services and one full-time equivalent position with associated
557 salary rate of 41,114 is authorized for the program for the
558 purpose of implementing the Financial Literacy Program for
559 Individuals with Developmental Disabilities created by this act.

560 Section 10. For the 2015-2016 fiscal year, the following
561 sums are appropriated for the purpose of implementing the



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562 amendments made by this act to s. 110.112, Florida Statutes,
563 relating to the employment of individuals who have a disability:

564 (1) The sum of \$138,692 in recurring funds and the sum of
565 \$26,264 in nonrecurring funds is appropriated from the State
566 Personnel System Trust Fund to the Department of Management
567 Services, and two full-time equivalent positions with associated
568 salary rate of 92,762 are authorized.

569 (2) The sum of \$88,285 from the General Revenue Fund and
570 the sum of \$76,671 from trust funds within the Human Resource
571 Services appropriation category are appropriated to Administered
572 Funds.

573 Section 11. Except as otherwise expressly provided in this
574 act, this act shall take effect July 1, 2015.

575
576 ===== T I T L E A M E N D M E N T =====

577 And the title is amended as follows:

578 Delete everything before the enacting clause
579 and insert:

580 A bill to be entitled
581 An act relating to individuals with disabilities;
582 creating s. 17.68, F.S.; providing legislative
583 findings; establishing the Financial Literacy Program
584 for Individuals with Developmental Disabilities within
585 the Department of Financial Services; requiring the
586 department to develop and implement the program in
587 consultation with specified stakeholders; providing
588 for the participation of banks, credit unions, savings
589 associations, and savings banks; requiring the program
590 to provide information and other offerings on



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591 specified issues to individuals with developmental
592 disabilities and employers in this state; requiring
593 the department to establish on its website a
594 clearinghouse for information regarding the program
595 and to publish a brochure describing the program;
596 requiring, by a specified date, qualified public
597 depositories to make copies of the department's
598 brochure available and provide a hyperlink on their
599 websites to the department's website for the program;
600 reordering and amending s. 110.107, F.S.; revising
601 definitions and defining the term "individual who has
602 a disability"; amending s. 110.112, F.S.; revising the
603 state's equal employment opportunity policy to include
604 individuals who have a disability; requiring each
605 executive agency to annually report to the Department
606 of Management Services regarding the agency's progress
607 in increasing employment among certain
608 underrepresented groups; revising the required content
609 of the department's annual workforce report; requiring
610 the department to develop and implement certain
611 programs geared toward individuals who have a
612 disability; requiring the department to develop
613 training programs by a specified date; requiring each
614 executive agency to develop a plan regarding the
615 employment of individuals who have a disability by a
616 specified date; requiring the department to report to
617 the Governor and the Legislature regarding
618 implementation; requiring the department to compile
619 and post data regarding the hiring practices of



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620 executive agencies regarding the employment of
621 individuals who have a disability; requiring the
622 department to assist executive agencies in identifying
623 strategies to retain employees who have a disability;
624 requiring the department to adopt certain rules;
625 specifying that the act does not create any
626 enforceable right or benefit; amending s. 280.16,
627 F.S.; requiring a qualified public depository to
628 participate in the Financial Literacy Program for
629 Individuals with Developmental Disabilities; amending
630 s. 393.063, F.S.; revising the definition of the term
631 "developmental disability" to include Down syndrome;
632 creating the "Employment First Act"; providing
633 legislative intent; providing a purpose; requiring
634 specified state agencies and organizations to develop
635 and implement an interagency cooperative agreement;
636 requiring the interagency cooperative agreement to
637 provide the roles, responsibilities, and objectives of
638 state agencies and organizations; requiring the
639 Department of Economic Opportunity, in consultation
640 with other organizations, to create the Florida Unique
641 Abilities Partner program; defining terms; authorizing
642 a business entity to apply to the department for
643 designation; requiring the department to consider
644 nominations of business entities for designation;
645 requiring the department to adopt procedures for
646 application and designation processes; establishing
647 criteria for a business entity to be designated as a
648 Florida Unique Abilities Partner; requiring a business



649 entity to certify that it continues to meet the
650 established criteria for designation each year;
651 requiring the department to remove the designation if
652 a business entity does not submit yearly certification
653 of continued eligibility; authorizing a business
654 entity to discontinue its use of the designation;
655 requiring the department, in consultation with the
656 disability community, to develop a logo for business
657 entities designated as Florida Unique Abilities
658 Program Partners; requiring the department to adopt
659 guidelines and requirements for use of the logo;
660 authorizing the department to allow a designated
661 business entity to display a logo; prohibiting the use
662 of a logo if a business entity does not have a current
663 designation; requiring the department to maintain a
664 website with specified information; requiring the
665 Agency for Persons with Disabilities to provide a link
666 on its website to the department's website for the
667 Florida Unique Abilities Partner program; requiring
668 the department to provide the Florida Tourism Industry
669 Marketing Corporation with certain information;
670 requiring the department and CareerSource Florida,
671 Inc., to identify employment opportunities posted by
672 employers that receive the Florida Unique Abilities
673 Partner designation on the workforce information
674 system; providing report requirements; requiring the
675 department to adopt rules; providing appropriations;
676 providing effective dates.