

By the Committees on Fiscal Policy; and Governmental Oversight and Accountability; and Senators Galvano and Hukill

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1 A bill to be entitled
2 An act relating to individuals with disabilities;
3 creating s. 17.68, F.S.; providing legislative
4 findings; establishing the Financial Literacy Program
5 for Individuals with Developmental Disabilities within
6 the Department of Financial Services; requiring the
7 department to develop and implement the program in
8 consultation with specified stakeholders; providing
9 for the participation of banks, credit unions, savings
10 associations, and savings banks; requiring the program
11 to provide information and other offerings on
12 specified issues to individuals with developmental
13 disabilities and employers in this state; requiring
14 the department to establish on its website a
15 clearinghouse for information regarding the program
16 and to publish a brochure describing the program;
17 requiring, by a specified date, qualified public
18 depositories to make copies of the department's
19 brochure available and provide a hyperlink on their
20 websites to the department's website for the program;
21 reordering and amending s. 110.107, F.S.; revising
22 definitions and defining the term "individual who has
23 a disability"; amending s. 110.112, F.S.; revising the
24 state's equal employment opportunity policy to include
25 individuals who have a disability; requiring each
26 executive agency to annually report to the Department
27 of Management Services regarding the agency's progress
28 in increasing employment among certain
29 underrepresented groups; revising the required content

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30 of the department's annual workforce report; requiring
31 the department to develop and implement certain
32 programs geared toward individuals who have a
33 disability; requiring the department to develop
34 training programs by a specified date; requiring each
35 executive agency to develop a plan regarding the
36 employment of individuals who have a disability by a
37 specified date; requiring the department to report to
38 the Governor and the Legislature regarding
39 implementation; requiring the department to compile
40 and post data regarding the hiring practices of
41 executive agencies regarding the employment of
42 individuals who have a disability; requiring the
43 department to assist executive agencies in identifying
44 strategies to retain employees who have a disability;
45 requiring the department to adopt certain rules;
46 specifying that the act does not create any
47 enforceable right or benefit; amending s. 280.16,
48 F.S.; requiring a qualified public depository to
49 participate in the Financial Literacy Program for
50 Individuals with Developmental Disabilities; amending
51 s. 393.063, F.S.; revising the definition of the term
52 "developmental disability" to include Down syndrome;
53 creating the "Employment First Act"; providing
54 legislative intent; providing a purpose; requiring
55 specified state agencies and organizations to develop
56 and implement an interagency cooperative agreement;
57 requiring the interagency cooperative agreement to
58 provide the roles, responsibilities, and objectives of

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59 state agencies and organizations; requiring the
60 Department of Economic Opportunity, in consultation
61 with other organizations, to create the Florida Unique
62 Abilities Partner program; defining terms; authorizing
63 a business entity to apply to the department for
64 designation; requiring the department to consider
65 nominations of business entities for designation;
66 requiring the department to adopt procedures for
67 application and designation processes; establishing
68 criteria for a business entity to be designated as a
69 Florida Unique Abilities Partner; requiring a business
70 entity to certify that it continues to meet the
71 established criteria for designation each year;
72 requiring the department to remove the designation if
73 a business entity does not submit yearly certification
74 of continued eligibility; authorizing a business
75 entity to discontinue its use of the designation;
76 requiring the department, in consultation with the
77 disability community, to develop a logo for business
78 entities designated as Florida Unique Abilities
79 Program Partners; requiring the department to adopt
80 guidelines and requirements for use of the logo;
81 authorizing the department to allow a designated
82 business entity to display a logo; prohibiting the use
83 of a logo if a business entity does not have a current
84 designation; requiring the department to maintain a
85 website with specified information; requiring the
86 Agency for Persons with Disabilities to provide a link
87 on its website to the department's website for the

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88 Florida Unique Abilities Partner program; requiring
89 the department to provide the Florida Tourism Industry
90 Marketing Corporation with certain information;
91 requiring the department and CareerSource Florida,
92 Inc., to identify employment opportunities posted by
93 employers that receive the Florida Unique Abilities
94 Partner designation on the workforce information
95 system; providing report requirements; requiring the
96 department to adopt rules; providing appropriations;
97 providing effective dates.

98

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

100

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

103 17.68 Financial Literacy Program for Individuals with
104 Developmental Disabilities.-

105 (1) The Legislature finds that the state has a compelling
106 interest in promoting the economic independence and successful
107 employment of individuals with developmental disabilities as
108 defined in s. 393.063. In comparison with the general
109 population, individuals with developmental disabilities
110 experience lower rates of educational achievement, employment,
111 and annual earnings and are more likely to live in poverty.
112 Additionally, such individuals must navigate a complex network
113 of federal and state programs in order to be eligible for
114 financial and health benefits. Thus, it is essential that these
115 individuals have sufficient financial management knowledge and
116 skills to be able to comply with the benefit eligibility

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117 processes and make informed decisions regarding financial
118 services and products provided by financial institutions.
119 Enhancing the financial literacy of such individuals will
120 provide a pathway for economic independence and successful
121 employment.

122 (2) The Financial Literacy Program for Individuals with
123 Developmental Disabilities is established within the Department
124 of Financial Services. The department, in consultation with
125 public and private stakeholders, shall develop and implement the
126 program, which shall be designed to promote the economic
127 independence and successful employment of individuals with
128 developmental disabilities. Banks, credit unions, savings
129 associations, and savings banks will be key participants in the
130 development and promotion of the program. The program must
131 provide information, resources, outreach, and education on the
132 following issues:

133 (a) For individuals with developmental disabilities:

134 1. Financial education, including instruction on money
135 management skills and the effective use of financial services
136 and products, to promote income preservation and asset
137 development.

138 2. Identification of available financial and health benefit
139 programs and services.

140 3. Job training programs and employment opportunities,
141 including work incentives and state and local workforce
142 development programs.

143 4. The impact of earnings and assets on federal and state
144 financial and health benefit programs and options to manage such
145 impact.

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

149 (3) The department shall:

150 (a) Establish on its website a clearinghouse for
151 information regarding the program and other resources available
152 for individuals with developmental disabilities and their
153 employers.

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

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

160 (a) Make copies of the department's brochures available,
161 upon the request of the consumer, at its principal place of
162 business and each branch office located in this state which has
163 in-person teller services by having copies of the brochure
164 available or having the capability to print a copy of the
165 brochure from the department's website. Upon request, the
166 department shall provide copies of the brochure to a bank,
167 savings association, or savings bank.

168 (b) Provide on its website a hyperlink to the department's
169 website for the program. If the department changes its website
170 address for the program, the bank, savings association, or
171 savings bank must update the hyperlink within 90 days after
172 notification by the department of such change.

173 Section 2. Section 110.107, Florida Statutes, is reordered
174 and amended to read:

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175 110.107 Definitions.—As used in this chapter, the term:

176 (5)~~(1)~~ "Department" means the Department of Management
177 Services.

178 (28)~~(2)~~ "Secretary" means the Secretary of Management
179 Services.

180 (11)~~(3)~~ "Furlough" means a temporary reduction in the
181 regular hours of employment in a pay period, or temporary leave
182 without pay for one or more pay periods, with a commensurate
183 reduction in pay, which is necessitated by a projected deficit
184 in any fund that supports salary and benefit appropriations. The
185 deficit must be projected by the Revenue Estimating Conference
186 pursuant to s. 216.136(3).

187 (30)~~(4)~~ "State agency" or "agency" means any official,
188 officer, commission, board, authority, council, committee, or
189 department of the executive branch or the judicial branch of
190 state government as defined in chapter 216.

191 (21)~~(5)~~ "Position" means the work, consisting of duties and
192 responsibilities, assigned to be performed by an officer or
193 employee.

194 (10)~~(6)~~ "Full-time position" means a position authorized
195 for the entire normally established work period, whether daily,
196 weekly, monthly, or annually.

197 (18)~~(7)~~ "Part-time position" means a position authorized
198 for less than the entire normally established work period,
199 whether daily, weekly, monthly, or annually.

200 (16)~~(8)~~ "Occupation" means all positions that ~~which~~ are
201 sufficiently similar in knowledge, skills, ~~and~~ abilities, and
202 the ~~sufficiently similar as to~~ kind or subject matter of work.

203 (17)~~(9)~~ "Occupational group" means a group of occupations

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204 that ~~which~~ are sufficiently similar in the kind of work
205 performed to warrant the use of the same performance factors in
206 determining the level of complexity for all occupations in that
207 occupational group.

208 (3)~~(10)~~ "Classification plan" means a formal description of
209 the concepts, rules, job family definitions, occupational group
210 characteristics, and occupational profiles used in the
211 classification of positions.

212 (20)~~(11)~~ "Pay plan" means a formal description of the
213 philosophy, methods, procedures, and salary schedules for
214 competitively compensating employees at market-based rates for
215 work performed.

216 (27)~~(12)~~ "Salary schedule" means an official document that
217 ~~which~~ contains a complete list of occupation titles, broadband
218 level codes, and pay bands.

219 (1)~~(13)~~ "Authorized position" means a position included in
220 an approved budget. In counting the number of authorized
221 positions, part-time positions may be converted to full-time
222 equivalents.

223 (8)~~(14)~~ "Established position" means an authorized position
224 that ~~which~~ has been classified in accordance with a
225 classification and pay plan as provided by law.

226 (22)~~(15)~~ "Position number" means the identification number
227 assigned to an established position.

228 (26)~~(16)~~ "Reclassification" means the changing of an
229 established position in one broadband level in an occupational
230 group to a higher or lower broadband level in the same
231 occupational group or to a broadband level in a different
232 occupational group.

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233 ~~(24)~~~~(17)~~ "Promotion" means the changing of the
234 classification of an employee to a broadband level having a
235 higher maximum salary; or the changing of the classification of
236 an employee to a broadband level having the same or a lower
237 maximum salary but a higher level of responsibility.

238 ~~(4)~~~~(18)~~ "Demotion" means the changing of the classification
239 of an employee to a broadband level having a lower maximum
240 salary; or the changing of the classification of an employee to
241 a broadband level having the same or a higher maximum salary but
242 a lower level of responsibility.

243 ~~(32)~~~~(19)~~ "Transfer" means moving an employee from one
244 geographic location of the state to a different geographic
245 location more than ~~in excess of~~ 50 miles from the employee's
246 current work location.

247 ~~(25)~~~~(20)~~ "Reassignment" means moving an employee from a
248 position in one broadband level to a different position in the
249 same broadband level or to a different broadband level having
250 the same maximum salary.

251 ~~(6)~~~~(21)~~ "Dismissal" means a disciplinary action taken by an
252 agency pursuant to s. 110.227 against an employee which results
253 ~~resulting~~ in the termination of his or her employment.

254 ~~(31)~~~~(22)~~ "Suspension" means a disciplinary action taken by
255 an agency pursuant to s. 110.227 against an employee which ~~to~~
256 temporarily relieves ~~relieve~~ the employee of his or her duties
257 and places ~~place~~ him or her on leave without pay.

258 ~~(15)~~~~(23)~~ "Layoff" means termination of employment due to a
259 shortage of funds or work, or a material change in the duties or
260 organization of an agency, including the outsourcing or
261 privatization of an activity or function previously performed by

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262 career service employees.

263 (7)~~(24)~~ "Employing agency" means any agency authorized to
264 employ personnel to carry out the responsibilities of the agency
265 under the provisions of chapter 20 or other law ~~statutory~~
266 ~~authority~~.

267 (29)~~(25)~~ "Shared employment" means part-time career
268 employment in which ~~whereby~~ the duties and responsibilities of a
269 full-time position in the career service are divided among part-
270 time employees who are eligible for the position and who receive
271 career service benefits and wages pro rata. The term ~~In no case~~
272 ~~shall~~ "shared employment" does not include the employment of
273 persons paid from other-personal-services funds.

274 (9)~~(26)~~ "Firefighter" means a firefighter certified under
275 chapter 633.

276 (14)~~(27)~~ "Law enforcement or correctional officer" means a
277 law enforcement officer, special agent, correctional officer,
278 correctional probation officer, or institutional security
279 specialist ~~required to be~~ certified under chapter 943.

280 (23)~~(28)~~ "Professional health care provider" means
281 registered nurses, physician's assistants, dentists,
282 psychologists, nutritionists or dietitians, pharmacists,
283 psychological specialists, physical therapists, and speech and
284 hearing therapists.

285 (13)~~(29)~~ "Job family" means a defined grouping of one or
286 more occupational groups.

287 (19)~~(30)~~ "Pay band" means the minimum salary, the maximum
288 salary, and intermediate rates that ~~which~~ are payable for work
289 in a specific broadband level.

290 (2)~~(31)~~ "Broadband level" means all positions that ~~which~~

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291 are sufficiently similar in knowledge, skills, and abilities;
292 ~~the, and sufficiently similar as to~~ kind or subject matter of
293 work; ~~the,~~ level of difficulty or the level of
294 responsibilities; ~~;~~ and the qualification requirements of the
295 work so as to warrant the same treatment with respect ~~as~~ to
296 title, pay band, and other personnel transactions.

297 (12) "Individual who has a disability" means a person who
298 has a physical or intellectual impairment that substantially
299 limits one or more major life activities; a person who has a
300 history or record of such an impairment; or a person who is
301 perceived by others as having such an impairment.

302 Section 3. Subsections (1) and (2) of section 110.112,
303 Florida Statutes, are amended, present subsections (3) through
304 (6) of that section are redesignated as subsections (4) through
305 (7), respectively, and a new subsection (3) is added to that
306 section, to read:

307 110.112 Affirmative action; equal employment opportunity.-

308 (1) It is ~~shall be~~ the policy of this ~~the~~ state to assist
309 in providing the assurance of equal employment opportunity
310 through programs of affirmative and positive action that will
311 allow full utilization of women, and minorities, and individuals
312 who have a disability.

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

317 (b) Each executive agency shall establish annual goals for
318 ensuring full utilization of groups underrepresented in the
319 agency's ~~its~~ workforce, including women, minorities, and

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320 individuals who have a disability, as compared to the relevant
321 labor market, as defined by the agency. Each executive agency
322 shall design its affirmative action plan to meet its established
323 goals.

324 (c) Each executive agency shall annually report to the
325 department regarding the agency's progress toward increasing
326 employment among women, minorities, and individuals who have a
327 disability.

328 (d)~~(e)~~ An affirmative action-equal employment opportunity
329 officer shall be appointed by the head of each executive agency.
330 The affirmative action-equal employment opportunity officer's
331 responsibilities must include determining annual goals,
332 monitoring agency compliance, and providing consultation to
333 managers regarding progress, deficiencies, and appropriate
334 corrective action.

335 (e)~~(d)~~ The department shall report information in its
336 annual workforce report relating to the implementation,
337 continuance, updating, and results of each executive agency's
338 affirmative action plan for the previous fiscal year. The annual
339 workforce report must also include data for each executive
340 agency relating to employment levels among women, minorities,
341 and individuals who have a disability.

342 (f)~~(e)~~ The department shall provide to all supervisory
343 personnel of the executive agencies training in the principles
344 of equal employment opportunity and affirmative action, the
345 development and implementation of affirmative action plans, and
346 the establishment of annual affirmative action goals. The
347 department may contract for training services, and each
348 participating agency shall reimburse the department for costs

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349 incurred through such contract. After the department approves
350 the contents of the training program for the agencies, the
351 department may delegate this training to the executive agencies.

352 (3) (a) The department, in consultation with the Agency for
353 Persons with Disabilities, the Division of Vocational
354 Rehabilitation and the Division of Blind Services of the
355 Department of Education, the Department of Economic Opportunity,
356 and the Executive Office of the Governor, shall develop and
357 implement programs that incorporate internships, mentoring, on-
358 the-job training, unpaid work experience, situational
359 assessments, and other innovative strategies that are
360 specifically geared toward individuals who have a disability.

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

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

368 2. The department shall assist executive agencies in the
369 implementation of agency-specific plans. The department shall
370 regularly report to the Governor, the President of the Senate,
371 and the Speaker of the House of Representatives the progress of
372 executive agencies in implementing these plans. Such reports
373 shall be made at least biannually.

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

377 (e) The department shall assist executive agencies in

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378 identifying and implementing strategies for retaining employees
379 who have a disability which include, but are not limited to,
380 training programs, funding reasonable accommodations, increasing
381 access to appropriate technologies, and ensuring accessibility
382 of physical and virtual workplaces.

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

386 (g) This subsection does not create any substantive or
387 procedural right or benefit enforceable at law or in equity
388 against the state or a state agency, or an officer, employee, or
389 agent thereof.

390 Section 4. Effective January 1, 2016, paragraph (e) is
391 added to subsection (1) of section 280.16, Florida Statutes, to
392 read:

393 280.16 Requirements of qualified public depositories;
394 confidentiality.-

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

397 (e) Participate in the Financial Literacy Program for
398 Individuals with Developmental Disabilities as required under s.
399 17.68.

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

402 393.063 Definitions.-For the purposes of this chapter, the
403 term:

404 (9) "Developmental disability" means a disorder or syndrome
405 that is attributable to intellectual disability, cerebral palsy,
406 autism, Down syndrome, spina bifida, or Prader-Willi syndrome;

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407 that manifests before the age of 18; and that constitutes a
408 substantial handicap that can reasonably be expected to continue
409 indefinitely.

410 Section 6. Employment First Act.—

411 (1) SHORT TITLE.—This section may be cited as the
412 “Employment First Act.”

413 (2) LEGISLATIVE INTENT.—The Legislature finds that
414 employment is the most direct and cost-effective means to assist
415 an individual in achieving independence and fulfillment;
416 however, individuals with disabilities are confronted by unique
417 barriers to employment that inhibit their opportunities to
418 compete fairly in the labor force. It is the intent of the
419 Legislature to provide a framework for a long-term commitment to
420 improving employment outcomes for individuals with disabilities
421 in this state through the implementation of the Employment First
422 Act.

423 (3) PURPOSE.—The purpose of the Employment First Act is to
424 prioritize employment of individuals with disabilities and to
425 change the employment system to better integrate individuals
426 with disabilities into the workforce. The Employment First Act
427 encourages a collaborative effort between state agencies and
428 organizations to achieve better employment outcomes for
429 individuals with disabilities.

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

433 (a) The Division of Vocational Rehabilitation of the
434 Department of Education.

435 (b) The Division of Blind Services of the Department of

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436 Education.

437 (c) The Bureau of Exceptional Education and Student
438 Services of the Department of Education.

439 (d) The Agency for Persons with Disabilities.

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

442 (f) The Department of Economic Opportunity.

443 (g) CareerSource Florida, Inc.

444 (h) The Florida Developmental Disabilities Council.

445 (i) Florida Association of Rehabilitation Facilities.

446 (j) Other appropriate organizations.

447 (5) ROLES AND RESPONSIBILITIES.—The interagency cooperative
448 agreement shall outline the roles and responsibilities of the
449 state agencies and organizations identified in subsection (4).
450 The objectives of the interagency cooperative agreement must
451 include all of the following:

452 (a) Establishing a commitment by leadership of the state
453 agencies and organizations to maximize the resources and
454 coordination to improve employment outcomes for individuals with
455 disabilities who seek publicly funded services.

456 (b) Developing strategic goals and benchmarks to assist the
457 state agencies and organizations in the implementation of this
458 agreement.

459 (c) Identifying financing and contracting methods that will
460 help to prioritize employment for individuals with disabilities
461 by state agencies and organizations.

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

464 (e) Ensuring collaborative efforts between multiple

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465 agencies to achieve the purposes of this act.

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

468 (g) Identifying accountability measures to ensure the
469 sustainability of this agreement.

470 Section 7. Florida Unique Abilities Partner program.—

471 (1) CREATION AND PURPOSE.—The Department of Economic
472 Opportunity shall establish the Florida Unique Abilities Partner
473 program to designate a business entity as a Florida Unique
474 Abilities Partner if the business entity demonstrates
475 commitment, through employment or support, to the independence
476 of individuals who have a disability. The department shall
477 consult with the Agency for Persons with Disabilities, the
478 Division of Vocational Rehabilitation of the Department of
479 Education, the Division of Blind Services of the Department of
480 Education, and CareerSource Florida, Inc., in creating the
481 program.

482 (2) DEFINITIONS.—As used in this section, the term:

483 (a) "Department" means the Department of Economic
484 Opportunity.

485 (b) "Individuals who have a disability" means persons who
486 have a physical or intellectual impairment that substantially
487 limits one or more major life activities; persons who have a
488 history or record of such an impairment; or persons who are
489 perceived by others as having such an impairment.

490 (3) DESIGNATION.—

491 (a) A business entity may apply to the department to be
492 designated as a Florida Unique Abilities Partner, based on the
493 business entity's achievements in at least one of the following

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494 categories:

495 1. Employment of individuals who have a disability.

496 2. Contributions to local or national disability
497 organizations.

498 3. Contributions to or the establishment of a program that
499 contributes to the independence of individuals who have a
500 disability.

501 (b) As an alternative to application by a business entity,
502 the department must consider nominations from members of the
503 community where the business entity is located. The nomination
504 must identify the business entity's achievements in at least one
505 of the categories provided in paragraph (a).

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

509 (d) The department shall adopt procedures for the
510 application, nomination, and designation processes for the
511 Florida Unique Abilities Partner program. Designation as a
512 Florida Unique Abilities Partner does not establish or involve
513 licensure, does not affect the substantial interests of a party,
514 and does not constitute a final agency action. The Florida
515 Unique Abilities Partner program and designation are not subject
516 to chapter 120, Florida Statutes.

517 (4) ELIGIBILITY AND AWARD.—In determining the eligibility
518 for the designation of a business entity as a Florida Unique
519 Abilities Partner, the department shall consider, at a minimum,
520 the following criteria:

521 (a) For a designation based on an application by a
522 business:

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523 1. A business entity must certify that it employs at least
524 one individual who has a disability. Such employees must be
525 residents of this state and must have been employed by the
526 business entity for at least 9 months before the business
527 entity's application for the designation. The department may not
528 require the employer to provide personally identifiable
529 information about its employees;

530 2. A business entity must certify that it has made
531 contributions to local and national disability organizations or
532 contributions in support of individuals who have a disability.
533 Contributions may be accomplished through financial or in-kind
534 contributions, including employee volunteer hours. Contributions
535 must be documented by providing copies of written receipts or
536 letters of acknowledgment from recipients or donees. A business
537 entity with 100 or fewer employees must make a financial or in-
538 kind contribution of at least \$1,000, and a business entity with
539 more than 100 employees must make a financial or in-kind
540 contribution of at least \$5,000; or

541 3. A business entity must certify that it has established,
542 or has contributed to the establishment of, a program that
543 contributes to the independence of individuals who have a
544 disability. Contributions must be documented by providing copies
545 of written receipts, a summary of the program, program
546 materials, or letters of acknowledgment from program
547 participants or volunteers. A business entity with 100 or fewer
548 employees must make a financial or in-kind contribution of at
549 least \$1,000 in the program, and a business entity with more
550 than 100 employees must make a financial or in-kind contribution
551 of at least \$5,000.

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553 A business entity that applies to the department to be
554 designated as a Florida Unique Abilities Partner shall be
555 awarded the designation upon meeting the requirements of this
556 section.

557 (b) For a designation based upon receipt of a nomination of
558 a business entity:

559 1. The department shall determine whether the nominee,
560 based on the information provided by the nominating person or
561 entity, meets the requirements of paragraph (a). The department
562 may request additional information from the nominee.

563 2. If the nominee meets the requirements, the department
564 shall provide notice, including the qualification criteria
565 provided in the nomination, to the nominee regarding the
566 nominee's eligibility to be awarded a designation as a Florida
567 Unique Abilities Partner.

568 3. The nominee shall be provided 30 days from the receipt
569 of the notice to certify that the information in the notice is
570 true and accurate and accept the nomination; or to decline the
571 nomination. After 30 days, if the nomination has not been
572 accepted, the department may not award the designation. If the
573 nominee accepts the nomination, the department shall award the
574 designation. If the nominee declines the nomination, the
575 department may not award the designation.

576 (5) ANNUAL CERTIFICATION.—After an initial designation as a
577 Florida Unique Abilities Partner, a business entity must certify
578 each year that it continues to meet the criteria for the
579 designation. If a business entity does not submit the yearly
580 certification of continued eligibility, the department shall

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581 remove the designation. A business entity may elect to
582 discontinue its use of the designation at any time by notifying
583 the department of such decision.

584 (6) LOGO DEVELOPMENT.—

585 (a) The department, in consultation with members of the
586 disability community, shall develop a logo that identifies a
587 business entity that is designated as a Florida Unique Abilities
588 Partner.

589 (b) The department shall adopt guidelines and requirements
590 for use of the logo, including how the logo may be used in
591 advertising. The department may allow a business entity to
592 display a Florida Unique Abilities Partner logo upon
593 designation. A business entity that has not been designated as a
594 Florida Unique Abilities Partner or has elected to discontinue
595 its designated status may not display the logo.

596 (7) WEBSITE.—The department shall maintain a website for
597 the program. At a minimum, the website must provide: a list of
598 business entities, by county, that currently have the Florida
599 Unique Abilities Partner designation, updated quarterly;
600 information regarding the eligibility requirements for the
601 designation and the method of application or nomination; and
602 best practices for business entities to facilitate the inclusion
603 of individuals who have a disability, updated annually. The
604 website may provide links to the websites of organizations or
605 other resources that will aid business entities to employ or
606 support individuals who have a disability.

607 (8) INTERAGENCY COLLABORATION.—

608 (a) The Agency for Persons with Disabilities shall provide
609 a link on its website to the department's website for the

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610 Florida Unique Abilities Partner program.

611 (b) On a quarterly basis, the department shall provide the
612 Florida Tourism Industry Marketing Corporation with a current
613 list of all businesses that are designated as Florida Unique
614 Abilities Partners. The Florida Tourism Industry Marketing
615 Corporation must consider the Florida Unique Abilities Partner
616 program in the development of marketing campaigns, and
617 specifically in any targeted marketing campaign for individuals
618 who have a disability or their families.

619 (c) The department and CareerSource Florida, Inc., shall
620 identify employment opportunities posted by business entities
621 that currently have the Florida Unique Abilities Partner
622 designation on the workforce information system under s.
623 445.011, Florida Statutes.

624 (9) REPORT.—

625 (a) By January 1, 2016, the department shall provide a
626 report to the President of the Senate and the Speaker of the
627 House of Representatives on the status of the implementation of
628 this section, including the adoption of rules, development of
629 the logo, and development of application procedures.

630 (b) Beginning in 2016 and each year thereafter, the
631 department's annual report required under s. 20.60, Florida
632 Statutes, must describe in detail the progress and use of the
633 program. At a minimum, the report must include the following
634 information for the most recent year: the number of applications
635 and nominations received; the number of nominations accepted and
636 declined; designations awarded; annual certifications; use of
637 information provided under subsection (8); and any other
638 information deemed necessary to evaluate the program.

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639 (10) RULES.—The department shall adopt rules to administer
640 this section.

641 Section 8. For the 2015-2016 fiscal year, the sums of
642 \$100,000 in recurring funds and \$100,000 in nonrecurring funds
643 from the Special Employment Security Administration Trust Fund
644 are appropriated to the Department of Economic Opportunity for
645 the purpose of funding the development, implementation, and
646 administration of the Florida Unique Abilities Partner program
647 created by this act.

648 Section 9. For the 2015-2016 fiscal year, the sums of
649 \$63,664 in recurring funds and \$73,570 in nonrecurring funds
650 from the Insurance Regulatory Trust Fund are appropriated to the
651 Consumer Assistance Program within the Department of Financial
652 Services, and one full-time equivalent position with associated
653 salary rate of 41,114 is authorized for the program for the
654 purpose of implementing the Financial Literacy Program for
655 Individuals with Developmental Disabilities created by this act.

656 Section 10. For the 2015-2016 fiscal year, the following
657 sums are appropriated for the purpose of implementing the
658 amendments made by this act to s. 110.112, Florida Statutes,
659 relating to the employment of individuals who have a disability:

660 (1) The sums of \$138,692 in recurring funds and \$26,264 in
661 nonrecurring funds are appropriated from the State Personnel
662 System Trust Fund to the Department of Management Services, and
663 two full-time equivalent positions with associated salary rate
664 of 92,762 are authorized.

665 (2) The sum of \$88,285 from the General Revenue Fund and
666 the sum of \$76,671 from trust funds within the Human Resource
667 Services appropriation category are appropriated to Administered

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668 Funds.

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