

By Senator Evers

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1 A bill to be entitled
2 An act relating to veterans' employment; creating s.
3 110.1121, F.S.; establishing the policy of the state
4 concerning veterans' employment in executive agencies;
5 requiring the head of each executive agency to develop
6 and implement a veterans' recruitment plan in
7 accordance with specified procedures; requiring each
8 executive agency to establish annual goals with
9 respect to veterans' recruitment; requiring the head
10 of each executive agency to appoint a veterans'
11 employment officer; specifying the responsibilities of
12 such officers; requiring the Department of Management
13 Services to include specified information regarding
14 veterans' recruitment plans in its annual workforce
15 report; requiring the department to provide certain
16 training to executive agency supervisory personnel;
17 requiring participating agencies to reimburse the
18 department for training if certain conditions exist;
19 requiring the department to review and monitor certain
20 executive agency actions; providing an effective date.

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

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24 Section 1. Section 110.1121, Florida Statutes, is created
25 to read:

26 110.1121 Veterans' employment opportunity.-

27 (1) It is the policy of this state to assist in providing
28 the assurance of equal employment opportunity through programs
29 of affirmative and positive action that will allow full
30 utilization of veterans of the United States Armed Forces.

31 (2) (a) The head of each executive agency shall develop and
32 implement a veterans' recruitment plan in accordance with rules

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33 adopted by the department and approved by a majority vote of the
34 Administration Commission before their adoption.

35 (b) Each executive agency shall establish annual goals for
36 ensuring full utilization of veterans in the agency's workforce
37 as compared to the relevant labor market, as defined by the
38 agency. Each executive agency shall design its veterans'
39 recruitment plan to meet its established goals.

40 (c) A veterans' employment officer shall be appointed by
41 the head of each executive agency, who may be a full-time or
42 part-time employee. The responsibilities of the veterans'
43 employment officer include determining annual goals, monitoring
44 agency compliance, and consulting with managers regarding
45 progress, deficiencies, and appropriate corrective action.

46 (d) The department shall include in its annual workforce
47 report information regarding the implementation, continuance,
48 updating, and results of each executive agency's veterans'
49 recruitment plan for the previous fiscal year.

50 (e) The department shall provide training in the principles
51 of veterans' recruitment and hiring, the development and
52 implementation of a veterans' recruitment plan, and the
53 establishment of veterans' employment goals to all supervisory
54 personnel of the executive agencies. The department may contract
55 for training services, and each participating agency shall
56 reimburse the department for costs incurred through such
57 contracts. After the department approves the content of the
58 training program, the department may delegate this training to
59 the executive agencies.

60 (3) The department shall review and monitor executive
61 agency actions in carrying out the rules adopted by the

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62 department pursuant to this section.

63 Section 2. This act shall take effect October 1, 2016.