



382240

LEGISLATIVE ACTION

Senate	.	House
Comm: RCS	.	
11/19/2015	.	
	.	
	.	
	.	

The Committee on Fiscal Policy (Hukill) recommended the following:

Senate Amendment (with title amendment)

Delete everything after the enacting clause
and insert:

Section 1. 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



382240

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 effectively participate in benefit eligibility
21 determination processes and make informed decisions regarding
22 financial services and products provided by financial
23 institutions. Enhancing the financial literacy of such
24 individuals will provide a pathway for economic independence and
25 successful 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 must 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, which must provide
35 information, resources, outreach, and education in the following
36 areas:

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



382240

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 eligibility for
48 federal and state financial and health benefit programs, and
49 options to manage such 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 describing the program, which is
59 also accessible on its website.

60 (4) Within 90 days after the department establishes the
61 website clearinghouse and publishes the brochure, each bank,
62 savings 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



382240

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 clearinghouse. If the department changes the website
74 address for the clearinghouse, 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 (5) A participating qualified public depository is not
78 subject to civil liability arising from the distribution or
79 nondistribution of the brochure or program website information.
80 The contents of the brochure or the program website information
81 may not be attributed to a participating qualified public
82 depository by virtue of its distribution, and do not constitute
83 financial or investment advice by, nor create a fiduciary duty
84 on, the participating qualified public depository to the
85 recipient.

86 Section 2. Effective January 1, 2017, paragraph (b) of
87 subsection (10) of section 20.60, Florida Statutes, is amended
88 to read:

89 20.60 Department of Economic Opportunity; creation; powers
90 and duties.—

91 (10) The department, with assistance from Enterprise
92 Florida, Inc., shall, by November 1 of each year, submit an
93 annual report to the Governor, the President of the Senate, and
94 the Speaker of the House of Representatives on the condition of
95 the business climate and economic development in the state.

96 (b) The report must incorporate annual reports of other
97 programs, including:



382240

98 1. The displaced homemaker program established under s.
99 446.50.

100 2. Information provided by the Department of Revenue under
101 s. 290.014.

102 3. Information provided by enterprise zone development
103 agencies under s. 290.0056 and an analysis of the activities and
104 accomplishments of each enterprise zone.

105 4. The Economic Gardening Business Loan Pilot Program
106 established under s. 288.1081 and the Economic Gardening
107 Technical Assistance Pilot Program established under s.
108 288.1082.

109 5. A detailed report of the performance of the Black
110 Business Loan Program and a cumulative summary of quarterly
111 report data required under s. 288.714.

112 6. The Rural Economic Development Initiative established
113 under s. 288.0656.

114 7. The Florida Unique Abilities Partner Program.

115 Section 3. Section 110.107, Florida Statutes, is reordered
116 and amended to read:

117 110.107 Definitions.—As used in this chapter, the term:

118 (5)~~(1)~~ "Department" means the Department of Management
119 Services.

120 (28)~~(2)~~ "Secretary" means the Secretary of Management
121 Services.

122 (11)~~(3)~~ "Furlough" means a temporary reduction in the
123 regular hours of employment in a pay period, or temporary leave
124 without pay for one or more pay periods, with a commensurate
125 reduction in pay, which is necessitated by a projected deficit
126 in any fund that supports salary and benefit appropriations. The



382240

127 deficit must be projected by the Revenue Estimating Conference
128 pursuant to s. 216.136(3).

129 ~~(30)(4)~~ "State agency" or "agency" means any official,
130 officer, commission, board, authority, council, committee, or
131 department of the executive branch or the judicial branch of
132 state government as defined in chapter 216.

133 ~~(21)(5)~~ "Position" means the work, consisting of duties and
134 responsibilities, assigned to be performed by an officer or
135 employee.

136 ~~(10)(6)~~ "Full-time position" means a position authorized
137 for the entire normally established work period, whether daily,
138 weekly, monthly, or annually.

139 ~~(18)(7)~~ "Part-time position" means a position authorized
140 for less than the entire normally established work period,
141 whether daily, weekly, monthly, or annually.

142 ~~(16)(8)~~ "Occupation" means all positions that ~~which~~ are
143 sufficiently similar in knowledge, skills, ~~and~~ abilities, and
144 the ~~sufficiently similar as to~~ kind or subject matter of work.

145 ~~(17)(9)~~ "Occupational group" means a group of occupations
146 that ~~which~~ are sufficiently similar in the kind of work
147 performed to warrant the use of the same performance factors in
148 determining the level of complexity for all occupations in that
149 occupational group.

150 ~~(3)(10)~~ "Classification plan" means a formal description of
151 the concepts, rules, job family definitions, occupational group
152 characteristics, and occupational profiles used in the
153 classification of positions.

154 ~~(20)(11)~~ "Pay plan" means a formal description of the
155 philosophy, methods, procedures, and salary schedules for



382240

156 competitively compensating employees at market-based rates for
157 work performed.

158 ~~(27)-(12)~~ "Salary schedule" means an official document that
159 ~~which~~ contains a complete list of occupation titles, broadband
160 level codes, and pay bands.

161 ~~(1)-(13)~~ "Authorized position" means a position included in
162 an approved budget. In counting the number of authorized
163 positions, part-time positions may be converted to full-time
164 equivalents.

165 ~~(8)-(14)~~ "Established position" means an authorized position
166 that ~~which~~ has been classified in accordance with a
167 classification and pay plan as provided by law.

168 ~~(22)-(15)~~ "Position number" means the identification number
169 assigned to an established position.

170 ~~(26)-(16)~~ "Reclassification" means the changing of an
171 established position in one broadband level in an occupational
172 group to a higher or lower broadband level in the same
173 occupational group or to a broadband level in a different
174 occupational group.

175 ~~(24)-(17)~~ "Promotion" means the changing of the
176 classification of an employee to a broadband level having a
177 higher maximum salary; or the changing of the classification of
178 an employee to a broadband level having the same or a lower
179 maximum salary but a higher level of responsibility.

180 ~~(4)-(18)~~ "Demotion" means the changing of the classification
181 of an employee to a broadband level having a lower maximum
182 salary; or the changing of the classification of an employee to
183 a broadband level having the same or a higher maximum salary but
184 a lower level of responsibility.



382240

185 ~~(32)-(19)~~ "Transfer" means moving an employee from one
186 geographic location of the state to a different geographic
187 location more than ~~in excess of~~ 50 miles from the employee's
188 current work location.

189 ~~(25)-(20)~~ "Reassignment" means moving an employee from a
190 position in one broadband level to a different position in the
191 same broadband level or to a different broadband level having
192 the same maximum salary.

193 ~~(6)-(21)~~ "Dismissal" means a disciplinary action taken by an
194 agency pursuant to s. 110.227 against an employee which results
195 ~~resulting~~ in the termination of his or her employment.

196 ~~(31)-(22)~~ "Suspension" means a disciplinary action taken by
197 an agency pursuant to s. 110.227 against an employee which ~~to~~
198 temporarily relieves ~~relieve~~ the employee of his or her duties
199 and places ~~place~~ him or her on leave without pay.

200 ~~(15)-(23)~~ "Layoff" means termination of employment due to a
201 shortage of funds or work, or a material change in the duties or
202 organization of an agency, including the outsourcing or
203 privatization of an activity or function previously performed by
204 career service employees.

205 ~~(7)-(24)~~ "Employing agency" means any agency authorized to
206 employ personnel to carry out the responsibilities of the agency
207 under the provisions of chapter 20 or other law ~~statutory~~
208 ~~authority~~.

209 ~~(29)-(25)~~ "Shared employment" means part-time career
210 employment in which ~~whereby~~ the duties and responsibilities of a
211 full-time position in the career service are divided among part-
212 time employees who are eligible for the position and who receive
213 career service benefits and wages pro rata. The term does not ~~in~~



382240

214 ~~no case shall "shared employment"~~ include the employment of
215 persons paid from other-personal-services funds.

216 (9)~~(26)~~ "Firefighter" means a firefighter certified under
217 chapter 633.

218 (14)~~(27)~~ "Law enforcement or correctional officer" means a
219 law enforcement officer, special agent, correctional officer,
220 correctional probation officer, or institutional security
221 specialist ~~required to be~~ certified under chapter 943.

222 (23)~~(28)~~ "Professional health care provider" means
223 registered nurses, physician's assistants, dentists,
224 psychologists, nutritionists or dietitians, pharmacists,
225 psychological specialists, physical therapists, and speech and
226 hearing therapists.

227 (13)~~(29)~~ "Job family" means a defined grouping of one or
228 more occupational groups.

229 (19)~~(30)~~ "Pay band" means the minimum salary, the maximum
230 salary, and intermediate rates that ~~which~~ are payable for work
231 in a specific broadband level.

232 (2)~~(31)~~ "Broadband level" means all positions that ~~which~~
233 are sufficiently similar in knowledge, skills, and abilities;
234 ~~the, and sufficiently similar as to~~ kind or subject matter of
235 work; ~~the,~~ level of difficulty or the level of responsibility;
236 ~~responsibilities,~~ and the qualification requirements of the work
237 so as to warrant the same treatment with respect ~~as~~ to title,
238 pay band, and other personnel transactions.

239 (12) "Individual who has a disability" means a person who
240 has a physical or intellectual impairment that substantially
241 limits one or more major life activities; a person who has a
242 history or record of such an impairment; or a person who is



382240

243 perceived by others as having such an impairment.

244 Section 4. Subsections (1) and (2) of section 110.112,
245 Florida Statutes, are amended, present subsections (3) through
246 (6) of that section are redesignated as subsections (4) through
247 (7), respectively, and a new subsection (3) is added to that
248 section, to read:

249 110.112 Affirmative action; equal employment opportunity.-

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

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

259 (b) Each executive agency shall establish annual goals for
260 ensuring full utilization of groups underrepresented in the
261 agency's ~~its~~ workforce, including women, minorities, and
262 individuals who have a disability, as compared to the relevant
263 labor market, as defined by the agency. Each executive agency
264 shall design its affirmative action plan to meet its established
265 goals.

266 (c) Each executive agency shall annually report to the
267 department regarding the agency's progress toward increasing
268 employment among women, minorities, and individuals who have a
269 disability.

270 (d) ~~(e)~~ An affirmative action-equal employment opportunity
271 officer shall be appointed by the head of each executive agency.



382240

272 The affirmative action-equal employment opportunity officer's
273 responsibilities must include determining annual goals,
274 monitoring agency compliance, and providing consultation to
275 managers regarding progress, deficiencies, and appropriate
276 corrective action.

277 (e)~~(d)~~ The department shall report information in its
278 annual workforce report relating to the implementation,
279 continuance, updating, and results of each executive agency's
280 affirmative action plan for the previous fiscal year. The annual
281 workforce report must also include data for each executive
282 agency relating to employment levels among women, minorities,
283 and individuals who have a disability.

284 (f)~~(e)~~ The department shall provide to all supervisory
285 personnel of the executive agencies training in the principles
286 of equal employment opportunity and affirmative action, the
287 development and implementation of affirmative action plans, and
288 the establishment of annual affirmative action goals. The
289 department may contract for training services, and each
290 participating agency shall reimburse the department for costs
291 incurred through such contract. After the department approves
292 the contents of the training program for the agencies, the
293 department may delegate this training to the executive agencies.

294 (3) (a) The department, in consultation with the Agency for
295 Persons with Disabilities, the Division of Vocational
296 Rehabilitation and the Division of Blind Services of the
297 Department of Education, the Department of Economic Opportunity,
298 and the Executive Office of the Governor, shall develop and
299 implement programs that incorporate internships, mentoring, on-
300 the-job training, unpaid work experience, situational



382240

301 assessments, and other innovative strategies that are
302 specifically geared toward individuals who have a disability.

303 (b) By January 1, 2017, the department shall develop
304 mandatory training programs for human resources personnel and
305 hiring managers of executive agencies which support the
306 employment of individuals who have a disability.

307 (c)1. By January 1, 2017, each executive agency shall
308 develop an agency-specific plan that addresses how to promote
309 employment opportunities for individuals who have a disability.

310 2. The department shall assist executive agencies in the
311 implementation of agency-specific plans. The department shall
312 regularly report to the Governor, the President of the Senate,
313 and the Speaker of the House of Representatives the progress of
314 executive agencies in implementing these plans. Such reports
315 shall be made at least biannually.

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

319 (e) The department shall assist executive agencies in
320 identifying and implementing strategies for retaining employees
321 who have a disability which include, but are not limited to,
322 training programs, funding reasonable accommodations, increasing
323 access to appropriate technologies, and ensuring accessibility
324 of physical and virtual workplaces.

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

328 (g) This subsection does not create any substantive or
329 procedural right or benefit enforceable at law or in equity



382240

330 against the state or a state agency, or an officer, employee, or
331 agent thereof.

332 Section 5. Paragraph (e) is added to subsection (1) of
333 section 280.16, Florida Statutes, to read:

334 280.16 Requirements of qualified public depositories;
335 confidentiality.-

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

338 (e) Participate in the Financial Literacy Program for
339 Individuals with Developmental Disabilities as required under s.
340 17.68.

341 Section 6. Subsection (9) of section 393.063, Florida
342 Statutes, is amended to read:

343 393.063 Definitions.-For the purposes of this chapter, the
344 term:

345 (9) "Developmental disability" means a disorder or syndrome
346 that is attributable to intellectual disability, cerebral palsy,
347 autism, Down syndrome, spina bifida, or Prader-Willi syndrome;
348 that manifests before the age of 18; and that constitutes a
349 substantial handicap that can reasonably be expected to continue
350 indefinitely.

351 Section 7. Employment First Act.-

352 (1) SHORT TITLE.-This section may be cited as the
353 "Employment First Act."

354 (2) LEGISLATIVE FINDINGS AND INTENT.-The Legislature finds
355 that employment is the most direct and cost-effective means to
356 assist an individual in achieving independence and fulfillment;
357 however, individuals with disabilities are confronted by unique
358 barriers to employment which inhibit their opportunities to



382240

359 compete fairly in the labor force. It is the intent of the
360 Legislature to provide a framework for a long-term commitment to
361 improving employment outcomes for individuals with disabilities
362 in this state through the implementation of this act.

363 (3) PURPOSE.—The purpose of this act is to prioritize
364 employment of individuals with disabilities and to change the
365 employment system to better integrate individuals with
366 disabilities into the workforce. This act encourages a
367 collaborative effort between state agencies and organizations to
368 achieve better employment outcomes for individuals with
369 disabilities.

370 (4) INTERAGENCY COOPERATIVE AGREEMENT.—The following state
371 agencies and organizations, and others, as appropriate, shall
372 develop an interagency cooperative agreement to implement this
373 act:

374 (a) The Division of Vocational Rehabilitation of the
375 Department of Education.

376 (b) The Division of Blind Services of the Department of
377 Education.

378 (c) The Bureau of Exceptional Education and Student
379 Services of the Department of Education.

380 (d) The Agency for Persons with Disabilities.

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

383 (f) The Department of Economic Opportunity.

384 (g) CareerSource Florida, Inc.

385 (h) The Florida Developmental Disabilities Council.

386 (i) The Florida Association of Rehabilitation Facilities.

387 (j) Other appropriate organizations.



382240

388 (5) ROLES, RESPONSIBILITIES, AND OBJECTIVES.—The
389 interagency cooperative agreement must identify the roles and
390 responsibilities of the state agencies and organizations
391 identified in subsection (4) and the objectives of the
392 interagency cooperative agreement, which must include all of the
393 following:

394 (a) Establishing a commitment by leadership of the state
395 agencies and organizations to maximize resources and
396 coordination to improve employment outcomes for individuals with
397 disabilities who seek publicly funded services.

398 (b) Developing strategic goals and benchmarks to assist the
399 state agencies and organizations in the implementation of this
400 agreement.

401 (c) Identifying financing and contracting methods that will
402 help to prioritize employment for individuals with disabilities
403 by state agencies and organizations.

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

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

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

410 (g) Identifying accountability measures to ensure the
411 sustainability of this agreement.

412 Section 8. Florida Unique Abilities Partner Program.—

413 (1) CREATION AND PURPOSE.—The Department of Economic
414 Opportunity shall establish the Florida Unique Abilities Partner
415 Program to designate a business entity as a Florida Unique
416 Abilities Partner if the business entity demonstrates



382240

417 commitment, through employment or support, to the independence
418 of individuals who have a disability. The department shall
419 consult with the Agency for Persons with Disabilities, the
420 Division of Vocational Rehabilitation of the Department of
421 Education, the Division of Blind Services of the Department of
422 Education, and CareerSource Florida, Inc., in creating the
423 program.

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

425 (a) "Department" means the Department of Economic
426 Opportunity.

427 (b) "Individuals who have a disability" means persons who
428 have a physical or intellectual impairment that substantially
429 limits one or more major life activities, persons who have a
430 history or record of such an impairment, or persons who are
431 perceived by others as having such an impairment.

432 (3) DESIGNATION.—

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

437 1. Employment of individuals who have a disability.

438 2. Contributions to local or national disability
439 organizations.

440 3. Contributions to, or the establishment of, a program
441 that contributes to the independence of individuals who have a
442 disability.

443 (b) As an alternative to application by a business entity,
444 the department must consider nominations from members of the
445 community where the business entity is located. The nomination



382240

446 must identify the business entity's achievements in at least one
447 of the categories provided in paragraph (a).

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

451 (d) The department shall adopt procedures for the
452 application, nomination, and designation processes for the
453 Florida Unique Abilities Partner Program. Designation as a
454 Florida Unique Abilities Partner does not establish or involve
455 licensure, does not affect the substantial interests of a party,
456 and does not constitute a final agency action. The Florida
457 Unique Abilities Partner Program and designation are not subject
458 to chapter 120, Florida Statutes.

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

463 (a) For a designation based on an application by a business
464 entity, the business entity must certify that:

465 1. It employs at least one individual who has a disability.
466 Such employees must be residents of this state and must have
467 been employed by the business entity for at least 9 months
468 before the business entity's application for the designation.

469 The department may not require the employer to provide
470 personally identifiable information about its employees;

471 2. It has made contributions to local and national
472 disability organizations or contributions in support of
473 individuals who have a disability. Contributions may be
474 accomplished through financial or in-kind contributions,



382240

475 including employee volunteer hours. Contributions must be
476 documented by providing copies of written receipts or letters of
477 acknowledgment from recipients or donees. A business entity with
478 100 or fewer employees must make a financial or in-kind
479 contribution of at least \$1,000, and a business entity with more
480 than 100 employees must make a financial or in-kind contribution
481 of at least \$5,000; or

482 3. It has established, or has contributed to the
483 establishment of, a program that contributes to the independence
484 of individuals who have a disability. Contributions must be
485 documented by providing copies of written receipts, a summary of
486 the program, program materials, or letters of acknowledgment
487 from program participants or volunteers. A business entity with
488 100 or fewer employees must make a financial or in-kind
489 contribution of at least \$1,000 in the program, and a business
490 entity with more than 100 employees must make a financial or in-
491 kind contribution of at least \$5,000.

492
493 A business entity that applies to the department to be
494 designated as a Florida Unique Abilities Partner shall be
495 awarded the designation upon meeting the requirements of this
496 section.

497 (b) For a designation based upon receipt of a nomination of
498 a business entity:

499 1. The department shall determine whether the nominee,
500 based on the information provided by the nominating person or
501 entity, meets the requirements of paragraph (a). The department
502 may request additional information from the nominee.

503 2. If the nominee meets the requirements, the department



382240

504 shall provide notice, including the qualification criteria
505 provided in the nomination, to the nominee regarding the
506 nominee's eligibility to be awarded a designation as a Florida
507 Unique Abilities Partner.

508 3. The nominee shall be provided 30 days after receipt of
509 the notice to certify that the information in the notice is true
510 and accurate and accept the nomination, to provide corrected
511 information for consideration by the department and indicate an
512 intention to accept the nomination, or to decline the
513 nomination. If the nominee accepts the nomination, the
514 department shall award the designation. The department may not
515 award the designation if the nominee declines the nomination or
516 has not accepted the nomination within 30 days of receiving
517 notice.

518 (5) ANNUAL CERTIFICATION.—After an initial designation as a
519 Florida Unique Abilities Partner, a business entity must certify
520 each year that it continues to meet the criteria for the
521 designation. If the business entity does not submit the yearly
522 certification of continued eligibility, the department shall
523 remove the designation. The business entity may elect to
524 discontinue its designation status at any time by notifying the
525 department of such decision.

526 (6) LOGO DEVELOPMENT.—

527 (a) The department, in consultation with members of the
528 disability community, shall develop a logo that identifies a
529 business entity that is designated as a Florida Unique Abilities
530 Partner.

531 (b) The department shall adopt guidelines and requirements
532 for the use of the logo, including how the logo may be used in



382240

533 advertising. The department may allow a business entity to
534 display a Florida Unique Abilities Partner logo upon
535 designation. A business entity that has not been designated as a
536 Florida Unique Abilities Partner or has elected to discontinue
537 its designated status may not display the logo.

538 (7) WEBSITE.—The department shall maintain a website for
539 the program. At a minimum, the website must provide a list of
540 business entities, by county, which currently have the Florida
541 Unique Abilities Partner designation, updated quarterly;
542 information regarding the eligibility requirements for the
543 designation and the method of application or nomination; and
544 best practices for business entities to facilitate the inclusion
545 of individuals who have a disability, updated annually. The
546 website may provide links to the websites of organizations or
547 other resources that will aid business entities to employ or
548 support individuals who have a disability.

549 (8) INTERAGENCY COLLABORATION.—

550 (a) The Agency for Persons with Disabilities shall provide
551 a link on its website to the department's website for the
552 Florida Unique Abilities Partner Program.

553 (b) On a quarterly basis, the department shall provide the
554 Florida Tourism Industry Marketing Corporation with a current
555 list of all businesses that are designated as Florida Unique
556 Abilities Partners. The Florida Tourism Industry Marketing
557 Corporation must consider the Florida Unique Abilities Partner
558 Program in the development of marketing campaigns, and
559 specifically in any targeted marketing campaign for individuals
560 who have a disability or their families.

561 (c) The department and CareerSource Florida, Inc., shall



382240

562 identify employment opportunities posted by business entities
563 that currently have the Florida Unique Abilities Partner
564 designation on the workforce information system under s.
565 445.011, Florida Statutes.

566 (9) REPORT.—

567 (a) By January 1, 2017, the department shall provide a
568 report to the President of the Senate and the Speaker of the
569 House of Representatives on the status of the implementation of
570 this section, including the adoption of rules, development of
571 the logo, and development of application procedures.

572 (b) Beginning in 2017 and each year thereafter, the
573 department's annual report required under s. 20.60, Florida
574 Statutes, must describe in detail the progress and use of the
575 program. At a minimum, the report must include, for the most
576 recent year: the number of applications and nominations
577 received; the number of nominations accepted and declined; the
578 number of designations awarded; annual certifications; the use
579 of information provided under subsection (8); and any other
580 information deemed necessary to evaluate the program.

581 (10) RULES.—The department shall adopt rules to administer
582 this section.

583 Section 9. For the 2016-2017 fiscal year, the sum of
584 \$69,570 in recurring funds from the Insurance Regulatory Trust
585 Fund is appropriated to the Consumer Assistance Program within
586 the Department of Financial Services for the purpose of
587 implementing the Financial Literacy Program for Individuals with
588 Developmental Disabilities created by this act.

589 Section 10. For the 2016-2017 fiscal year, the following
590 sums are appropriated for the purpose of implementing the



382240

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

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

598 (2) The recurring sums of \$74,234 from the General Revenue
599 Fund and \$64,458 from trust funds and the nonrecurring sums of
600 \$14,051 from the General Revenue Fund and \$12,213 from trust
601 funds are appropriated to Administered Funds for distribution
602 among agencies for the increase in the human resource
603 assessment.

604 Section 11. For the 2016-2017 fiscal year, the sums of
605 \$100,000 in recurring funds and \$100,000 in nonrecurring funds
606 from the Special Employment Security Administration Trust Fund
607 are appropriated to the Department of Economic Opportunity, for
608 the purpose of funding the development, implementation, and
609 administration of the Florida Unique Abilities Partner Program
610 created by this act.

611 Section 12. Except as otherwise expressly provided in this
612 act, this act shall take effect July 1, 2016.

613
614 ===== T I T L E A M E N D M E N T =====

615 And the title is amended as follows:

616 Delete everything before the enacting clause
617 and insert:

618 A bill to be entitled
619 An act relating to individuals with disabilities;



382240

620 creating s. 17.68, F.S.; providing legislative
621 findings; establishing the Financial Literacy Program
622 for Individuals with Developmental Disabilities within
623 the Department of Financial Services; requiring the
624 department to develop and implement the program in
625 consultation with specified stakeholders; providing
626 for the participation of banks, credit unions, savings
627 associations, and savings banks; requiring the program
628 to provide information, resources, outreach, and
629 education on specified issues to individuals with
630 developmental disabilities and employers in this
631 state; requiring the department to establish on its
632 website a clearinghouse for information regarding the
633 program and to publish a brochure describing the
634 program; requiring, by a specified date, qualified
635 public depositories to make copies of the department's
636 brochure available and provide a hyperlink on their
637 websites to the department's website for the program;
638 providing that qualified public depositories are not
639 subject to civil liability arising from the
640 distribution and contents of the brochure and the
641 program website information; amending s. 20.60, F.S.;
642 revising requirements for the Department of Economic
643 Opportunity's annual report to conform to changes made
644 by the act; reordering and amending s. 110.107, F.S.;
645 revising definitions and defining the term "individual
646 who has a disability"; amending s. 110.112, F.S.;
647 revising the state's equal employment opportunity
648 policy to include individuals who have a disability;



382240

649 requiring each executive agency to annually report to
650 the Department of Management Services regarding the
651 agency's progress in increasing employment among
652 certain underrepresented groups; revising the required
653 content of the department's annual workforce report;
654 requiring the department to develop and implement
655 certain programs geared toward individuals who have a
656 disability; requiring the department to develop
657 training programs by a specified date; requiring each
658 executive agency to develop a plan regarding the
659 employment of individuals who have a disability by a
660 specified date; requiring the department to report to
661 the Governor and the Legislature regarding
662 implementation; requiring the department to compile
663 and post data regarding the hiring practices of
664 executive agencies regarding the employment of
665 individuals who have a disability; requiring the
666 department to assist executive agencies in identifying
667 strategies to retain employees who have a disability;
668 requiring the department to adopt certain rules;
669 specifying that the act does not create any
670 enforceable right or benefit; amending s. 280.16,
671 F.S.; requiring a qualified public depository to
672 participate in the Financial Literacy Program for
673 Individuals with Developmental Disabilities; amending
674 s. 393.063, F.S.; revising the definition of the term
675 "developmental disability" to include Down syndrome;
676 creating the "Employment First Act"; providing
677 legislative findings and intent; providing a purpose;



382240

678 requiring specified state agencies and organizations
679 to develop and implement an interagency cooperative
680 agreement; requiring the interagency cooperative
681 agreement to provide the roles, responsibilities, and
682 objectives of state agencies and organizations;
683 requiring the Department of Economic Opportunity, in
684 consultation with other entities, to create the
685 Florida Unique Abilities Partner Program; defining
686 terms; authorizing a business entity to apply to the
687 department for designation; requiring the department
688 to consider nominations of business entities for
689 designation; requiring the department to adopt
690 procedures for application, nomination, and
691 designation processes; establishing criteria for a
692 business entity to be designated as a Florida Unique
693 Abilities Partner; requiring a business entity to
694 certify that it continues to meet the established
695 criteria for designation each year; requiring the
696 department to remove the designation if a business
697 entity does not submit yearly certification of
698 continued eligibility; authorizing a business entity
699 to discontinue its designated status; requiring the
700 department, in consultation with the disability
701 community, to develop a logo for business entities
702 designated as Florida Unique Abilities Partners;
703 requiring the department to adopt guidelines and
704 requirements for the use of the logo; authorizing the
705 department to allow a designated business entity to
706 display a logo; prohibiting the use of a logo if a



382240

707 business entity does not have a current designation;
708 requiring the department to maintain a website with
709 specified information; requiring the Agency for
710 Persons with Disabilities to provide a link on its
711 website to the department's website for the program;
712 requiring the department to provide the Florida
713 Tourism Industry Marketing Corporation with certain
714 information; requiring the department and CareerSource
715 Florida, Inc., to identify employment opportunities
716 posted by business entities that receive the Florida
717 Unique Abilities Partner designation on the workforce
718 information system; requiring a report to the
719 Legislature; providing report requirements; requiring
720 the department to adopt rules; providing
721 appropriations; providing effective dates.