

1 A bill to be entitled
2 An act relating to career development for officers and
3 firefighters; amending s. 110.2035, F.S.; requiring
4 state agencies to establish a career development plan
5 for certain purposes; specifying circumstances under
6 which salary increases must be awarded to officers and
7 firefighters; prescribing duties to state agencies
8 with respect to plan implementation; specifying
9 eligibility criteria; restricting the number of
10 officers and firefighters who may qualify for each
11 level; providing an effective date.

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

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15 Section 1. Subsection (9) is added to section 110.2035,
16 Florida Statutes, to read:

17 110.2035 Classification and compensation program.—

18 (9) (a) In order to strengthen the ability of state
19 agencies to provide career development for law enforcement
20 officers, correctional officers, correctional probation
21 officers, and firefighters and to retain well-qualified and
22 experienced officers and firefighters, each state agency that
23 employs such officers and firefighters shall establish a career
24 development plan. The plan must be voluntary and must provide
25 salary increases for officer and firefighter achievements that

26 | exceed the minimum requirements for employment.

27 | (b) Salary increases shall be awarded to an officer or a
28 | firefighter in good standing who achieves and maintains
29 | specified levels of achievement as determined by his or her
30 | employing agency.

31 | (c)1. Each state agency shall provide levels of
32 | achievement for law enforcement officers, correctional officers,
33 | correctional probation officers, and firefighters and shall
34 | develop standards, through collective bargaining, if applicable,
35 | which specify activities that must be successfully completed by
36 | an officer or a firefighter before he or she may attain each
37 | level. The state agency shall document an officer's or a
38 | firefighter's specific achievements to attain each level and his
39 | or her completion of a specified number of years of service.

40 | 2. Achievements may include the earning of postsecondary
41 | education credits and the completion of leadership or advanced
42 | training. An officer or a firefighter may attain a specified
43 | level by participating in approved activities that advance his
44 | or her professional interests as specified in his or her job
45 | description.

46 | (d) The plan shall be made available to law enforcement
47 | officers, correctional officers, and correctional probation
48 | officers, as each are defined in s. 943.10, and firefighters, as
49 | defined in s. 633.102, in all career service positions. The
50 | number of officers or firefighters who qualify for each level

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51 | may not exceed the number of officers or firefighters covered by
52 | the bargaining unit covering such classes of employees in the
53 | agency.

54 | Section 2. This act shall take effect July 1, 2017.