

# FLORIDA HOUSE OF REPRESENTATIVES

## BILL ANALYSIS

*This bill analysis was prepared by nonpartisan committee staff and does not constitute an official statement of legislative intent.*

**BILL #:** [CS/HB 929](#)

**TITLE:** Firefighter Health and Safety

**SPONSOR(S):** Booth, Alvarez, D.

**COMPANION BILL:** [CS/SB 1212](#) (DiCeglie)

**LINKED BILLS:** None

**RELATED BILLS:** None

### Committee References

[Intergovernmental Affairs](#)

17 Y, 0 N



[Insurance & Banking](#)

16 Y, 0 N, As CS



[State Administration](#)

[Budget](#)

15 Y, 0 N



[State Affairs](#)

22 Y, 0 N

## SUMMARY

### Effect of the Bill:

The bill revises the Florida Firefighters Occupational Safety and Health Act to add occupational diseases and suicide to the health and safety risks the Division of State Fire Marshal (Division) within the Department of Financial Services must monitor and develop rules, policies, procedures, and work schedules to address. The bill also requires the Division to adopt rules related to mental health best practices, educating on chemical hazards, purchasing gear that does not contain hazardous or toxic substances, notifying firefighters if gear does contain hazardous or toxic substances, and encouraging firefighter employers to limit normally scheduled shifts to no more than 42 hours per week. The bill authorizes the Division to consider suicide when identifying high-risk employers and to issue penalties for violations related to injuries and fatalities.

### Fiscal or Economic Impact:

The bill has an indeterminate negative impact on state and local governments and certain private firefighter employers, to the extent those governments and private firefighter employers would need to purchase and issue gear that does not contain hazardous or toxic materials.

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## ANALYSIS

### EFFECT OF THE BILL:

The bill amends the [Florida Firefighters Occupational Safety and Health Act](#) to include occupational diseases and suicide in the health and safety risks the [Division of State Fire Marshal](#) (Division) within the Department of Financial Services (DFS) is required to monitor and develop rules, policies, work schedules, and procedures to address. Specifically, the Division must develop a means to identify these conditions in addition to those identified in current law and conduct inspections to ensure employers are complying with Division rules. (Sections [1](#))

The bill requires the Division to adopt rules that:

- Assist in making firefighter workplaces safer by decreasing the frequency and severity of on-the-job injuries and the frequency of fatalities;
- Require firefighter employers to purchase firefighting gear that does not contain hazardous or toxic chemicals once such gear becomes readily available<sup>1</sup> commercially;<sup>2</sup>
- Require firefighter employers that issue gear containing hazardous or toxic substances to provide notice to their firefighter employees of this information; and
- Encourage firefighter employers to implement work schedules for firefighters that limit normally scheduled shifts to 42 hours per week. (Section [2](#))

The bill directs DFS to investigate and adopt rules for the prevention of fatalities. (Section [2](#))

<sup>1</sup> The bill provides that “readily available” means available from more than one manufacturer.

<sup>2</sup> Rules adopted under this paragraph may recommend a phased approach for gear replacement.

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**DATE:** 4/17/2025

The bill requires the Division to adopt rules that:

- Add chemical hazards or toxic substance education regarding personal protective gear to the cancer prevention best practices employers must follow; and
- Establish employers' mental health best practices related to resiliency, stress management, peer support, and access to mental healthcare. (Section [3](#))

The bill adds suicide to the conditions the Division must consider when identifying firefighter employers with a high frequency of serious incidents. Additionally, the bill requires workplace safety committees and coordinators to evaluate suicide prevention programs. (Section [4](#))

The bill adds injuries and fatalities to the types of violations for which the Division may issue penalties against firefighter employers. (Section [5](#))

The bill provides an effective date of July 1, 2025. (Section [6](#))

#### **RULEMAKING:**

The bill requires the Division to adopt rules related to the gear issued by firefighter employers, notification of hazardous or toxic chemicals in gear, and to encourage firefighter employers to limit normally scheduled firefighter shifts to 42 hours per week. The bill further requires the Division to adopt rules to establish mental health best practices for firefighter employers. The bill also requires the Division to revise its rules pursuant to ch. 633, F.S., to address the addition of occupational illness and suicide to the health and safety risks the Division investigates and prescribes protective measures for by rule.

***Lawmaking is a legislative power; however, the Legislature may delegate a portion of such power to executive branch agencies to create rules that have the force of law. To exercise this delegated power, an agency must have a grant of rulemaking authority and a law to implement.***

#### **FISCAL OR ECONOMIC IMPACT:**

##### **STATE GOVERNMENT:**

The bill has an indeterminate negative effect on state government due to the provision that firefighter employers purchase gear that does not contain hazardous or toxic materials once such gear becomes readily available commercially.

##### **LOCAL GOVERNMENT:**

The bill has an indeterminate negative effect on local governments due to the provision that firefighter employers purchase gear that does not contain hazardous or toxic materials once such gear becomes readily available commercially.

##### **PRIVATE SECTOR:**

The bill has an indeterminate negative effect on private firefighter employers that are not declared exempt by [s. 633.528\(2\), F.S.](#), due to the provision that firefighter employers purchase gear that does not contain hazardous or toxic materials once such gear becomes readily available commercially.

## **RELEVANT INFORMATION**

### **SUBJECT OVERVIEW:**

#### **[Division of State Fire Marshal](#)**

State law on fire prevention and control is provided in ch. 633, F.S. The Chief Financial Officer of the state serves as the State Fire Marshal, operating through the Division of State Fire Marshal (Division) within the Department of Financial Services (DFS).<sup>3</sup> Pursuant to this authority, the State Fire Marshal:

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<sup>3</sup> S. [633.104\(1\), F.S.](#); see also [s. 20.121, F.S.](#)

- Regulates, educates or trains, and certifies fire service personnel;<sup>4</sup>
- Investigates the causes of fires;<sup>5</sup>
- Enforces arson laws;<sup>6</sup>
- Regulates the installation and maintenance of fire equipment;<sup>7</sup>
- Conducts fire safety inspections of state buildings;<sup>8</sup>
- Develops fire safety standards;<sup>9</sup>
- Provides facilities for the analysis of fire debris;<sup>10</sup> and
- Operates the Florida State Fire College.<sup>11</sup>

Additionally, the State Fire Marshal adopts by rule the Florida Fire Prevention Code, which contains or references all fire safety laws and rules regarding public and private buildings.<sup>12</sup>

The Division consists of the two bureaus: the Bureau of Fire Standards and Training (BFST), and the Bureau of Fire Prevention.<sup>13</sup> The BFST approves Florida's firefighter training curricula and certifies Florida fire service training agencies, instructors, and members.<sup>14</sup> The Inspections Section, under the Bureau of Fire Prevention, annually inspects more than 14,000 state-owned buildings and facilities.<sup>15</sup>

### **Florida Firefighters Occupational Safety and Health Act**

The Florida Firefighters Occupational Safety and Health Act<sup>16</sup> (FFOSHA) establishes policies, procedures, practices, rules, and standards that reduce the incidence of firefighter employee accidents, firefighter employee occupational diseases, and firefighter employee fatalities.<sup>17</sup> FFOSHA requires DFS to investigate and prescribe by rule what safety devices, safeguards, or other protections must be adopted to prevent accidents and injury at firefighters' places of employment.<sup>18</sup> FFOSHA further requires that the Division assist in making firefighters' places of employment<sup>19</sup> safer and decreasing the frequency and severity of on-the-job injuries<sup>20</sup> and authorizes the Division to adopt rules to ensure safe working conditions.<sup>21</sup> FFOSHA also provides for penalties for any firefighter employers<sup>22</sup> that violate or fail to comply with the regulations of the act or with any rule adopted by the Division for the prevention of injuries, accidents, or occupational diseases.<sup>23</sup>

<sup>4</sup> S. [633.128\(1\), F.S.](#) See also Ch. 633, Part IV: Fire Standards and Training, F.S.

<sup>5</sup> Ss. [633.104\(2\)\(e\)](#) and [633.112, F.S.](#)

<sup>6</sup> S. [633.104\(2\)\(e\), F.S.](#)

<sup>7</sup> S. [633.104\(2\)\(b\)](#), F.S. See also s. [633.104\(2\)\(c\), F.S.](#), and Ch. 633, Part III: Fire Protection and Suppression, F.S.

<sup>8</sup> S. [633.218, F.S.](#)

<sup>9</sup> Ch. 633, Part II: Fire Safety and Prevention, F.S.

<sup>10</sup> S. [633.432, F.S.](#)

<sup>11</sup> S. [633.128\(1\)\(h\)-\(q\), F.S.](#) See also ss. [633.428-633.434](#), F.S.

<sup>12</sup> S. [633.202\(1\), F.S.](#)

<sup>13</sup> My Florida CFO, [State Fire Marshal](#) (last visited on Mar. 6, 2025).

<sup>14</sup> My Florida CFO, [Bureau of Fire Standards and Training](#) (last visited Mar. 6, 2025).

<sup>15</sup> My Florida CFO, [Bureau of Fire Prevention](#) (last visited Mar. 6, 2025).

<sup>16</sup> Section [633.502, F.S.](#), provides that ss. [633.502](#) through [633.536, F.S.](#) constitute the Florida Firefighters Occupational Safety and Health Act.

<sup>17</sup> S. [633.506, F.S.](#) In addition to FFOSHA, s. [633.408\(1\)\(d\), F.S.](#), requires that the Division establish courses to provide training for career and volunteer firefighters related to cancer and mental health risks within the fire service. This training is required in order to obtain a Firefighter Certificate of Compliance, Volunteer Firefighter Certificate of Completion, or Special Certificate of Compliance.

<sup>18</sup> S. [633.508\(7\)\(a\), F.S.](#)

<sup>19</sup> Section [633.504\(4\), F.S.](#), defines a "firefighter place of employment" as the physical location at which the firefighter employee is employed or deployed.

<sup>20</sup> S. [633.508\(1\), F.S.](#)

<sup>21</sup> S. [633.508\(2\), F.S.](#)

<sup>22</sup> Section [633.504\(2\), F.S.](#), defines a "firefighter employer" as the state and all political subdivisions of this state, all public and quasi-public corporations in this state, and a person carrying on any employment for this state, political subdivisions of this state, and public and quasi-public corporations in this state which employs firefighter employees, except those appointed under s. [590.02\(1\)\(d\), F.S.](#)

<sup>23</sup> S. [633.526, F.S.](#)

Under FFOSHA, the Division must develop a means to identify firefighter employers with a high frequency of firefighter work-related injuries and conduct safety inspections of those employers to ensure compliance with the Division's rules and make recommendations for health and safety practices to reduce the number of work-related injuries.<sup>24</sup> Copies of any reports that result from a safety inspection must be provided to the firefighter employer and its insurer.<sup>25</sup> Firefighter employers are required to submit a corrective action plan to address any issues contained in the report. The Division must review the plan and decide on its approval within 60 days. If the Division does not make a decision within 60 days, the plan is deemed approved. If the firefighter employer fails to complete or implement a corrective action plan, the Division may assess penalties and the firefighter employer's insurance may cancel its contract for insurance.<sup>26</sup>

FFOSHA requires firefighter employers with more than 20 firefighter employees to establish a workplace safety committee.<sup>27</sup> Firefighter employers with fewer than 20 firefighter employees that the Division identifies as having a high frequency or high severity of work-related injuries must also establish a workplace safety committee or designate a workplace safety coordinator.<sup>28</sup> FFOSHA requires the Division to adopt rules related to the membership, duties, and recordkeeping of workplace safety committees.<sup>29</sup> The duties of the workplace safety committee or workplace safety coordinator must include, but are not limited to:

- Establishing workplace safety inspection procedures;
- Establishing procedures to investigate all workplace accidents, safety incidents, illnesses, and deaths;
- Evaluating accident prevention programs; and
- Prescribing training guidelines for committee members.<sup>30</sup>

The Division is further required to adopt rules establishing best practices for firefighter employers related to cancer prevention.<sup>31</sup>

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<sup>24</sup> S. [633.522\(1\), F.S.](#)

<sup>25</sup> *Id.*

<sup>26</sup> Ss. [633.522\(1\) and \(6\)](#) and [633.526, F.S.](#)

<sup>27</sup> S. [633.522\(2\)\(a\), F.S.](#)

<sup>28</sup> S. [633.522\(2\)\(b\), F.S.](#)

<sup>29</sup> S. [633.522\(3\), F.S.](#)

<sup>30</sup> S. [633.522\(3\)\(c\), F.S.](#)

<sup>31</sup> S. [633.520\(2\), F.S.](#)

## BILL HISTORY

COMMITTEE REFERENCE	ACTION	DATE	STAFF DIRECTOR/ POLICY CHIEF	ANALYSIS PREPARED BY
<a href="#">Intergovernmental Affairs Subcommittee</a>	17 Y, 0 N	3/19/2025	Darden	Jones
<a href="#">Insurance &amp; Banking Subcommittee</a>	16 Y, 0 N, As CS	4/3/2025	Hamon	Schenk
<p>THE CHANGES ADOPTED BY THE COMMITTEE:</p> <ul style="list-style-type: none"> <li>Removed references to “occupational illnesses” or replaces such references with the term “occupational disease.”</li> <li>Modified a rulemaking requirement to: <ul style="list-style-type: none"> <li>Provide that the State Fire Marshal must adopt rules requiring firefighter employers to “purchase” rather than “issue” certain firefighting gear when it is readily available.</li> <li>Define “readily available” to mean available from more than one manufacturer.</li> <li>Provide that these rules may recommend a phased approach for gear replacement.</li> </ul> </li> <li>Provided that rules establishing employers’ cancer prevention best practices must also relate to chemical hazards or toxic substance education regarding personal protective gear.</li> <li>Replaced references to “suicide” with references to “fatalities” in various provisions.</li> </ul>				
<a href="#">State Administration Budget Subcommittee</a>	15 Y, 0 N	4/10/2025	Topp	Perez
<a href="#">State Affairs Committee</a>	22 Y, 0 N	4/17/2025	Williamson	Jones

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**THIS BILL ANALYSIS HAS BEEN UPDATED TO INCORPORATE ALL OF THE CHANGES DESCRIBED ABOVE.**  
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