

1 A bill to be entitled
2 An act relating to law enforcement, correctional, and
3 institutional security specialist officers; providing
4 a short title; providing legislative findings and
5 intent; requiring the average salary of a correctional
6 officer, correctional probation officer, or
7 institutional security specialist to be no less than a
8 certain percentage of the average salaries of sworn
9 law enforcement officers; requiring the Department of
10 Management Services to submit an annual compensation
11 analysis report to the Governor, the President of the
12 Senate, and the Speaker of the House of
13 Representatives; requiring an annual salary increase
14 for sworn law enforcement officers, correctional
15 officers, correctional probation officers, and
16 institutional security specialists; amending s.
17 252.36, F.S.; providing that the Governor may
18 authorize certain correctional officers, correctional
19 probation officers, and institutional security
20 specialists to assist with law enforcement operations
21 during a declared state or federal emergency;
22 providing an effective date.

23
24 Be It Enacted by the Legislature of the State of Florida:
25

26 **Section 1.** This act may be cited as the "Correctional and
27 Probation Officer Fairness Act."

28 **Section 2.** Compensation of correctional officers,
29 correctional probation officers, and institutional security
30 specialists.-

31 (1) The Legislature finds that:

32 (a) Correctional officers, correctional probation
33 officers, and institutional security specialists are certified
34 by the Criminal Justice Standards and Training Commission and
35 are held to the same professional standards as state law
36 enforcement officers.

37 (b) Correctional officers, correctional probation
38 officers, and institutional security specialists work in high-
39 risk environments and serve a vital role in public safety,
40 security, and offender supervision.

41 (c) There are disparities in compensation among
42 correctional officers, correctional probation officers, and
43 institutional security specialists and state law enforcement
44 officers.

45 (2) It is the intent of the Legislature to:

46 (a) Ensure that correctional officers, correctional
47 probation officers, and institutional security specialists
48 receive compensation consistent with that of state law
49 enforcement officers.

50 (b) Provide that the Governor may authorize emergency

51 response roles for qualified correctional officers, correctional
52 probation officers, and institutional security specialists
53 during state or federal emergencies.

54 (c) Establish fair and consistent annual pay raises that
55 reflect economic realities.

56 (d) Guarantee permanent pay equity protection for
57 correctional officers, correctional probation officers, and
58 institutional security specialists.

59 (3) (a) Beginning July 1, 2030, the average salary for
60 correctional officers, correctional probation officers, and
61 institutional security specialists may not be less than 97
62 percent of the average salary of sworn officers employed by law
63 enforcement agencies of this state, including the Florida
64 Highway Patrol, the Department of Law Enforcement, and the Fish
65 and Wildlife Conservation Commission.

66 (b) By July 1 of each year beginning in 2027, the
67 Department of Management Services shall submit an annual
68 compensation analysis report to the Governor, the President of
69 the Senate, and the Speaker of the House of Representatives to
70 measure progress toward the goal of this section and continued
71 compliance with this section.

72 (4) (a) Beginning with the 2026-2027 fiscal year, and each
73 fiscal year thereafter, sworn law enforcement officers,
74 correctional officers, correctional probation officers, and
75 institutional security specialists shall receive an annual

76 salary increase of at least 3 percent.

77 (b) The salary increase in paragraph (a) shall be made in
78 addition to any bonuses and merit, retention, or parity
79 increases separately authorized by law or policy.

80 **Section 3. Subsections (9) through (12) of section 252.36,**
81 **Florida Statutes, are renumbered as subsections (10) through**
82 **(13), respectively, and new subsection (9) is added to that**
83 **section to read:**

84 252.36 Emergency management powers of the Governor.—

85 (9) (a) In the event of a declared state or federal
86 emergency, the Governor may issue an executive order for up to
87 60 days which authorizes correctional officers, correctional
88 probation officers, and institutional security specialists to
89 assist state or federal agencies, including, but not limited to,
90 the United States Department of Homeland Security and United
91 States Immigration and Customs Enforcement in enforcement or
92 support operations.

93 (b) To be eligible for the authorization in paragraph (a),
94 a correctional officer, correctional probation officer, or
95 institutional security specialist must:

96 1. Be actively employed by the state.

97 2. Be certified by the Criminal Justice Standards and
98 Training Commission.

99 3. Have at least 5 years of continuous service in a full-
100 time capacity as a correctional officer, correctional probation

101 officer, institutional security specialist, or sworn law
102 enforcement officer of this state.

103 (c) The Governor may renew an executive order issued under
104 this subsection in 30-day increments as necessary.

105 **Section 4.** This act shall take effect July 1, 2026.