

By Senator Martin

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

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31 Section 1. This act may be cited as the "Correctional and
32 Probation Officer Fairness Act."

33 Section 2. Compensation of correctional officers,
34 correctional probation officers, and institutional security
35 specialists.-

36 (1) The Legislature finds that:

37 (a) Correctional officers, correctional probation officers,
38 and institutional security specialists are certified by the
39 Criminal Justice Standards and Training Commission and are held
40 to the same professional standards as state law enforcement
41 officers.

42 (b) Correctional officers, correctional probation officers,
43 and institutional security specialists work in high-risk
44 environments and serve a vital role in public safety, security,
45 and offender supervision.

46 (c) There are disparities in compensation among
47 correctional officers, correctional probation officers, and
48 institutional security specialists and state law enforcement
49 officers.

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

51 (a) Ensure that correctional officers, correctional
52 probation officers, and institutional security specialists
53 receive compensation consistent with that of state law
54 enforcement officers.

55 (b) Provide that the Governor may authorize emergency
56 response roles for qualified correctional officers, correctional
57 probation officers, and institutional security specialists
58 during state or federal emergencies.

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59 (c) Establish fair and consistent annual pay raises that
60 reflect economic realities.

61 (d) Guarantee permanent pay equity protection for
62 correctional officers, correctional probation officers, and
63 institutional security specialists.

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

71 (b) By July 1 of each year beginning in 2027, the
72 Department of Management Services shall submit an annual
73 compensation analysis report to the Governor, the President of
74 the Senate, and the Speaker of the House of Representatives
75 which measures progress toward the goal of this section and
76 continued compliance with this section.

77 (4) (a) Beginning with the 2026-2027 fiscal year, and each
78 fiscal year thereafter, sworn law enforcement officers,
79 correctional officers, correctional probation officers, and
80 institutional security specialists shall receive an annual
81 salary increase of at least 3 percent.

82 (b) The salary increase in paragraph (a) must be made in
83 addition to any bonuses and merit, retention, or parity
84 increases separately authorized by law or policy.

85 Section 3. Present subsections (9) through (12) of section
86 252.36, Florida Statutes, are redesignated as subsections (10)
87 through (13), respectively, and a new subsection (9) is added to

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88 that section, to read:

89 252.36 Emergency management powers of the Governor.—

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

98 (b) To be eligible for the authorization in paragraph (a),
99 a correctional officer, correctional probation officer, or
100 institutional security specialist must:

101 1. Be actively employed by the state.

102 2. Be certified by the Criminal Justice Standards and
103 Training Commission.

104 3. Have at least 5 years of continuous service in a full-
105 time capacity as a correctional officer, correctional probation
106 officer, institutional security specialist, or sworn law
107 enforcement officer of this state.

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

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