

**By** the Committee on Governmental Oversight and Accountability;  
and Senator Martin

585-02422-26

2026862c1

A bill to be entitled

An act relating to correctional officers, correctional probation officers, and institutional security specialists; providing a short title; providing legislative findings and intent; requiring that, beginning on a specified date, the minimum annual base rate of pay for a correctional officer, a correctional probation officer, or an institutional security specialist be no less than \$60,000; requiring the Department of Management Services to submit an annual compensation analysis report to the Governor and Legislature, beginning on a specified date; providing criteria for the report; requiring, beginning with a specified fiscal year and subject to legislative appropriation, an annual increase to the base rate of pay for correctional officers, correctional probation officers, and institutional security specialists; requiring that such increase be made in addition to certain bonuses and increases; amending s. 252.36, F.S.; providing that the Governor may authorize certain correctional officers, correctional probation officers, and institutional security specialists to assist with law enforcement operations during a declared state or federal emergency; providing eligibility criteria for such officers and specialists; authorizing the Governor to renew a certain executive order in specified increments as necessary; providing an effective date.

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

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

Section 2. Compensation of correctional officers, correctional probation officers, and institutional security specialists.—

(1) The Legislature finds that:

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

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

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

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

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

(b) Provide that the Governor may authorize emergency response roles for qualified correctional officers, correctional probation officers, and institutional security specialists

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during state or federal emergencies.

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

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

(3)(a) Beginning July 1, 2030, the minimum annual base rate of pay for state employees who are correctional officers (class code 8003), institutional security specialists I (class code 8237), and correctional probation officers (class code 8036) may not be less than \$60,000.

(b) By July 1 of each year beginning in 2027, the Department of Management Services shall submit an annual compensation analysis report to the Governor, the President of the Senate, and the Speaker of the House of Representatives which measures progress toward the goal of this subsection and continued compliance with this section. The report should include turnover and vacancy rates for the correctional officer class series, the correctional probation officer class series, and the institutional security specialist class series.

(4)(a) Beginning with the 2026-2027 fiscal year and each fiscal year thereafter, and subject to legislative appropriation, state correctional officers (class codes 8003, 8005, 8011, and 8013), correctional probation officers (class codes 8036, 8039, 8040, 8041, 8045, and 8046), and institutional security specialists (class codes 8237, 8238, and 8240) shall receive an increase to the annual base rate of pay of at least 4.5 percent.

(b) The salary increase in paragraph (a) must be made in

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addition to any bonuses and merit, retention, or parity  
increases separately authorized by law or policy.

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

252.36 Emergency management powers of the Governor.—

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

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

1. Be actively employed by the state.  
2. Be certified by the Criminal Justice Standards and  
Training Commission.

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

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

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