

By the Committee on Governmental Oversight and Accountability;
and Senator Gaetz

585-01751-26

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1 A bill to be entitled
2 An act relating to employee protections; amending s.
3 112.313, F.S.; defining terms; providing that public
4 officers, public employees, and local government
5 attorneys commit a breach of the public trust when
6 they initiate adverse personnel actions against
7 specified agency employees or independent contractors
8 under certain circumstances; providing construction;
9 creating s. 112.3242, F.S.; providing legislative
10 intent; defining terms; prohibiting agencies and
11 independent contractors from taking specified actions
12 against employees or certain persons for disclosing
13 certain information to the Commission on Ethics;
14 providing applicability; requiring that information
15 disclosed include specified violations or alleged
16 violations; requiring disclosure of specified
17 information to the commission under specified
18 circumstances; providing that specified provisions
19 protect employees and persons who submit written
20 complaints to the commission or provide information to
21 an investigator during an investigation of a complaint
22 or referral; providing applicability; authorizing
23 certain employees or applicants for employment to file
24 complaints in accordance with specified provisions;
25 authorizing certain complainants to pursue a specified
26 administrative remedy or a civil action within a
27 specified timeframe; requiring specified relief;
28 providing applicability; providing that it is an
29 affirmative defense to certain actions that the

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30 adverse personnel action was predicated on grounds
31 other than the exercising of certain protected rights;
32 providing construction; amending s. 112.324, F.S.;
33 requiring the Commission on Ethics to deliver copies
34 of complaints and any amendment thereto to the Public
35 Employees Relations Commission upon receiving a
36 written request from the agency; providing that such
37 delivery does not affect specified exemptions in
38 regard to the complaint and amendments; requiring that
39 such delivery be within a reasonable timeframe;
40 requiring that the Commission on Ethics redact certain
41 information under specified conditions; requiring the
42 commission to deliver complaints and any amendment
43 thereto to certain persons upon a notarized written
44 request; providing that such delivery does not affect
45 the specified exemptions of the complaint; requiring
46 that such delivery be within a reasonable timeframe;
47 requiring that the commission redact certain
48 information under specified conditions; creating s.
49 112.3243, F.S.; authorizing certain employees to file
50 a complaint with the commission within a specified
51 timeframe; requiring that the commission acknowledge
52 receipt of such complaint and provide copies of the
53 complaint and any other information to the agency head
54 or independent contractor within a specified
55 timeframe; requiring the commission to conduct
56 informal fact-finding regarding legally sufficient
57 complaints and provide, within a specified timeframe,
58 a certain report to the agency head or independent

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59 contractor; providing that the commission is empowered
60 to take specified actions; requiring the commission to
61 notify a complainant of the status of the
62 investigation and actions taken when appropriate;
63 requiring the commission to make a certain
64 determination and provide a fact-finding report to
65 specified entities under specified conditions;
66 requiring the commission to file such determination
67 and report with the agency head or independent
68 contractor under specified conditions; requiring the
69 commission to provide a certain notice to specified
70 entities under specified conditions; requiring the
71 commission to terminate investigations under specified
72 circumstances; prohibiting disciplinary action against
73 an employee under specified conditions; authorizing
74 complainants to file a complaint against the employer
75 agency with the Public Employees Relations Commission;
76 providing that such commission has jurisdiction over
77 such complaints; authorizing the Commission on Ethics
78 to adopt rules; reenacting s. 112.3136(1), F.S.,
79 relating to standards of conduct for officers and
80 employees of entities serving as chief administrative
81 officer of political subdivisions, to incorporate the
82 amendment made to s. 112.313, F.S., in a reference
83 thereto; providing an effective date.

84
85 Be It Enacted by the Legislature of the State of Florida:

86
87 Section 1. Subsection (18) is added to section 112.313,

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88 Florida Statutes, to read:

89 112.313 Standards of conduct for public officers, employees
90 of agencies, and local government attorneys.—

91 (18) RETALIATION FOR PROTECTED ACTIVITY PROHIBITED.—

92 (a) As used in this subsection, the term:

93 1. "Adverse personnel action" means the discharge,
94 suspension, transfer, or demotion of an employee; the
95 withholding of bonuses or reduction in salary or benefits of an
96 employee; or any other adverse action taken against an employee
97 within the terms and conditions of employment by an agency or
98 independent contractor of an agency.

99 2. "Exercise of ultimate decisionmaking authority" or
100 "grant of approval" means having and using the authority to
101 commence an adverse personnel action.

102 3. "Protected activity" means submitting a written
103 complaint to the commission executed on the form specified in s.
104 112.324(1) and signed under oath or affirmation or providing
105 information to an investigator during an investigation of a
106 complaint or referral.

107 (b) A public officer, public employee, or local government
108 attorney commits a breach of the public trust when he or she
109 initiates an adverse personnel action against an agency employee
110 or independent contractor who has engaged in a protected
111 activity by an exercise of the public officer's, public
112 employee's, or local government attorney's ultimate
113 decisionmaking authority or a grant of his or her approval, or
114 uses his or her position to cause another to initiate such an
115 adverse personnel action, if the protected activity is the
116 primary reason motivating the adverse personnel action. The

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117 communication or execution of an adverse personnel action
118 initiated by another's ultimate decisionmaking authority or
119 grant of approval does not constitute an exercise of one's
120 ultimate decisionmaking authority or a grant of one's approval.

121 Section 2. Section 112.3242, Florida Statutes, is created
122 to read:

123 112.3242 Adverse action against employee for disclosing
124 information of specified nature to the Commission on Ethics
125 prohibited; employee remedy and relief.-

126 (1) LEGISLATIVE INTENT.-It is the intent of the Legislature
127 to prevent agencies or independent contractors from taking
128 retaliatory action against an employee who reports to an
129 appropriate agency any violation of this part or s. 8, Art. II
130 of the State Constitution on the part of a public employer or an
131 independent contractor. It is further the intent of the
132 Legislature to prevent agencies or independent contractors from
133 taking retaliatory action against any person who discloses
134 information to an appropriate agency regarding alleged breaches
135 of the public trust or violations of s. 8, Art. II of the State
136 Constitution on the part of an agency, a public officer, or an
137 employee.

138 (2) DEFINITIONS.-As used in this section and s. 112.3243,
139 unless otherwise specified, the term:

140 (a) "Adverse personnel action" means the discharge,
141 suspension, transfer, or demotion of any employee or the
142 withholding of bonuses, the reduction in salary or benefits, or
143 any other adverse action taken against an employee within the
144 terms and conditions of employment by an agency or independent
145 contractor.

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146 (b) "Agency" means any state, regional, county, local, or
147 municipal governmental entity, whether executive, judicial, or
148 legislative; any official, officer, department, division,
149 bureau, commission, authority, or political subdivision therein;
150 or any public school, community college, or state university.

151 (c) "Employee" means a person who performs services for,
152 and is under the control and direction of, or contracts with, an
153 agency or independent contractor for wages or other
154 remuneration.

155 (d) "Independent contractor" means a person, other than an
156 agency, who is engaged in any business and enters into a
157 contract, including a provider agreement, with an agency.

158 (3) ACTIONS PROHIBITED.—

159 (a) An agency or independent contractor may not dismiss,
160 discipline, or take any other adverse personnel action against
161 an employee for disclosing information protected under this
162 section.

163 (b) An agency or independent contractor may not take any
164 adverse personnel action that affects the rights or interests of
165 a person in retaliation for the person's disclosure of
166 information protected under this section.

167 (c) This subsection does not apply when an employee or a
168 person discloses information known by the employee or person to
169 be false or when the employee or person discloses information
170 that forms the basis of an award of costs or attorney fees or
171 both pursuant to s. 112.317(7).

172 (4) NATURE OF INFORMATION DISCLOSED.—The protected
173 information disclosed under this section must include any
174 violation or suspected violation of:

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175 (a) Any standard of conduct imposed by this part;

176 (b) Section 8, Art. II of the State Constitution; or

177 (c) Section 11.062, s. 16.715, part II of chapter 287, s.
178 350.031, s. 350.04, s. 350.041, s. 350.042, or s. 350.0605.

179 (5) TO WHOM INFORMATION IS DISCLOSED.—The information
180 disclosed under this section must be disclosed to the
181 commission.

182 (6) EMPLOYEES AND PERSONS PROTECTED.—This section protects
183 employees and persons who submit a written complaint to the
184 commission executed on the form specified in s. 112.324(1) and
185 signed under oath or affirmation or who provide information to
186 an investigator during an investigation of a complaint. A remedy
187 or other protection under this section does not apply to any
188 employee or person who has committed or intentionally
189 participated in committing the violation or suspected violation
190 for which protection under this section is being sought.

191 (7) REMEDIES.—Any employee of or applicant for employment
192 with an agency who is subjected to adverse personnel action
193 because he or she engaged in an activity protected by this
194 section may file a complaint, which must be made in accordance
195 with s. 112.3243. Upon receipt of notice from the commission of
196 termination of the investigation, the complainant may elect to
197 pursue the administrative remedy available under s. 112.3243 or
198 bring a civil action within 180 days after receipt of the
199 notice.

200 (8) RELIEF.—In any action brought under this section, the
201 relief must include the following:

202 (a) Reinstatement of the employee to the same position held
203 before the adverse personnel action was commenced, or to an

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204 equivalent position, or reasonable front pay as an alternative
205 relief.

206 (b) Reinstatement of the employee's full fringe benefits
207 and seniority rights, as appropriate.

208 (c) Compensation to the employee, if appropriate, for lost
209 wages, benefits, or other lost remuneration caused by the
210 adverse personnel action.

211 (d) Payment of reasonable costs, including attorney fees,
212 to a substantially prevailing employee, or to the prevailing
213 employer if the employee filed a frivolous action in bad faith.

214 (e) Issuance of an injunction, if appropriate, by a court
215 of competent jurisdiction.

216 (f) Temporary reinstatement of the employee to his or her
217 former position or to an equivalent position, pending the final
218 outcome on the complaint, if an employee complains of being
219 discharged in retaliation for a protected disclosure and if a
220 court of competent jurisdiction or the commission, as applicable
221 under s. 112.3243, determines that the disclosure was not made
222 in bad faith or for a wrongful purpose or that the disclosure
223 occurred after an agency's or independent contractor's
224 initiation of a personnel action against the employee which
225 includes documentation of the employee's violation of a
226 disciplinary standard or performance deficiency. This paragraph
227 does not apply to an employee of a municipality.

228 (9) DEFENSE.—It is an affirmative defense to any action
229 brought pursuant to this section that the adverse personnel
230 action was predicated upon grounds other than, and would have
231 been taken absent, the employee's or person's exercise of rights
232 protected by this section.

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233 (10) EXISTING RIGHTS.—This section does not diminish the
234 rights, privileges, or remedies of an employee under any other
235 law or rule or under any collective bargaining agreement or
236 employment contract; however, the election of remedies in s.
237 447.401 also applies to actions under this section.

238 Section 3. Paragraphs (g) and (h) are added to subsection
239 (2) of section 112.324, Florida Statutes, to read:

240 112.324 Procedures on complaints of violations and
241 referrals; public records and meeting exemptions.—

242 (2)

243 (g) Notwithstanding the exemptions in paragraphs (a)-(d),
244 the Commission on Ethics shall deliver a copy of an ethics
245 complaint, and its timely amendments, to the Public Employees
246 Relations Commission upon receiving a written request from the
247 agency. The Commission on Ethics' delivery of the complaint, and
248 any amendment thereto, does not affect the exemptions in
249 paragraphs (a)-(d) in any other context. The Commission on
250 Ethics shall deliver the complaint, and any amendment thereto,
251 within a reasonable timeframe. If the exemptions in paragraphs
252 (a)-(d) are applicable at the time of the request, the
253 commission must redact any designation to the complaint form it
254 supplied after the form was filed, including, but not limited
255 to, date stamps, receipt stamps, and complaint serial numbers.

256 (h) Notwithstanding the exemptions in paragraphs (a)-(d),
257 the commission shall deliver a copy of an ethics complaint, and
258 its timely amendments, to the person who filed the ethics
259 complaint and identified himself or herself in the text of the
260 complaint or its timely amendments as a current or former
261 employee of the agency associated with the respondent named in

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262 the complaint or of an independent contractor of that agency,
263 upon receiving a notarized, written request from such person.
264 The commission's delivery of the complaint, and any amendment
265 thereto, does not affect the exemptions in paragraphs (a)-(d) in
266 any other context. The commission shall deliver the complaint
267 within a reasonable timeframe. If the exemptions in paragraphs
268 (a)-(d) are applicable at the time of the request, the
269 commission must redact any designation to the complaint form it
270 supplied after the form was filed, including, but not limited
271 to, date stamps, receipt stamps, and complaint serial numbers.

272 Section 4. Section 112.3243, Florida Statutes, is created
273 to read:

274 112.3243 Investigative procedures in response to prohibited
275 personnel actions against ethics complaints.-

276 (1) COMPLAINT.-

277 (a) If a disclosure under s. 112.3242 results in alleged
278 retaliation by an employer, the employee or former employee of
279 an agency or independent contractor that is so affected may file
280 a complaint alleging a prohibited personnel action, which must
281 be made by filing a written complaint with the commission no
282 later than 60 days after the prohibited personnel action.

283 (b) Within 5 working days after receiving a complaint under
284 this section, the commission shall acknowledge receipt of the
285 complaint and provide copies of the complaint and any other
286 preliminary information available concerning the disclosure of
287 information under s. 112.3242 to the employer, who shall
288 acknowledge receipt of such copies to the complainant.

289 (2) FACT-FINDING.-The commission shall:

290 (a) Receive any allegation of a personnel action prohibited

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291 by s. 112.3242, including a proposed or potential action, and
292 conduct informal fact-finding regarding any allegation of a
293 legally sufficient complaint under this section to the extent
294 necessary to determine whether there are reasonable grounds to
295 believe that a prohibited personnel action under s. 112.3242 has
296 occurred, is occurring, or is to be taken.

297 (b) Within 180 days after receiving the complaint, provide
298 the agency head or independent contractor and the complainant
299 with a fact-finding report that may include recommendations to
300 the parties or a proposed resolution of the complaint. The fact-
301 finding report is admissible in any subsequent or related
302 administrative or judicial review.

303 (3) INVESTIGATIVE POWERS AND TERMINATION OF INVESTIGATION.-

304 (a) The commission, in accordance with this section, is
305 empowered to:

306 1. Receive and investigate complaints from employees
307 alleging retaliation by agencies or independent contractors.

308 2. Administer oaths, examine witnesses, take statements,
309 issue subpoenas, order the taking of depositions, order
310 responses to written interrogatories, and make appropriate
311 motions to limit discovery, pursuant to investigations under
312 subparagraph 1.

313 3. Create fact-finding reports and make determinations
314 regarding investigations under subparagraph 1.

315 (b) The commission shall notify a complainant of the status
316 of the investigation and any action taken at such times as the
317 commission deems appropriate.

318 (c)1. If the commission determines that, in connection with
319 any investigation, reasonable grounds exist to believe that a

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320 prohibited action has occurred, is occurring, or is to be taken
321 which requires corrective action, the commission must report the
322 determination together with a fact-finding report to the agency
323 head or independent contractor and the complainant. The
324 commission may include in the report recommendations for
325 corrective action.

326 2. If the commission, in consultation with the individual
327 subject to the prohibited action, finds that the agency or
328 independent contractor has implemented a corrective action in
329 response to the commission's determination and fact-finding
330 report, the commission must file such finding with the agency
331 head or independent contractor, together with any written
332 comments that the individual provides, and terminate the
333 investigation. The commission shall provide notice of the
334 termination of its investigation, along with the reason for
335 termination, to the complainant and the agency head or
336 independent contractor.

337 3. If the agency or independent contractor, after 35 days,
338 does not implement a corrective action, the commission must
339 terminate the investigation. If an investigation is terminated
340 pursuant to this subparagraph, the commission must provide
341 notice of the termination of its investigation, along with the
342 reason for termination, to the complainant and the agency head
343 or independent contractor, and notify the complainant of the
344 right to appeal under subsection (4).

345 (d) If the commission determines that there are no
346 reasonable grounds to believe that a prohibited personnel action
347 has occurred, is occurring, or is to be taken, the commission
348 must terminate its investigation and report its determination,

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349 together with a fact-finding report and a notice of termination
350 of investigation, to the agency head or independent contractor
351 and the complainant.

352 (e) During any investigation under this section,
353 disciplinary action may not be taken against an employee of an
354 agency or independent contractor for reporting an alleged
355 prohibited personnel action that is under investigation, or for
356 reporting any related activity, or against any employee for
357 participating in an investigation without notifying the
358 commission.

359 (4) RIGHT TO APPEAL.—

360 (a) The complainant may, within 21 days after receipt of a
361 notice of termination of an investigation from the commission,
362 file a complaint against the employer agency regarding the
363 alleged prohibited personnel action with the Public Employees
364 Relations Commission. The Public Employees Relations Commission
365 has jurisdiction over such complaints under ss. 112.3242 and
366 447.503(4) and (5).

367 (b) Judicial review of any final order of the commission
368 must be as provided in s. 120.68.

369 (5) RULEMAKING.—The commission may adopt rules to implement
370 this section.

371 Section 5. For the purpose of incorporating the amendment
372 made by this act to section 112.313, Florida Statutes, in a
373 reference thereto, subsection (1) of section 112.3136, Florida
374 Statutes, is reenacted to read:

375 112.3136 Standards of conduct for officers and employees of
376 entities serving as chief administrative officer of political
377 subdivisions.—The officers, directors, and chief executive

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378 officer of a corporation, partnership, or other business entity
379 that is serving as the chief administrative or executive officer
380 or employee of a political subdivision, and any business entity
381 employee who is acting as the chief administrative or executive
382 officer or employee of the political subdivision, for the
383 purposes of the following sections, are public officers and
384 employees who are subject to the following standards of conduct
385 of this part:

386 (1) Section 112.313, and their "agency" is the political
387 subdivision that they serve; however, the contract under which
388 the business entity serves as chief executive or administrative
389 officer of the political subdivision is not deemed to violate s.
390 112.313(3) or (7).

391 Section 6. This act shall take effect January 1, 2027.

1 A bill to be entitled
2 An act relating to adverse personnel actions and
3 ethics complaints; creating s. 112.3242, F.S.;
4 providing legislative intent; defining terms;
5 prohibiting agencies and independent contractors from
6 taking specified actions against employees or certain
7 persons for disclosing certain information to the
8 Commission on Ethics; providing applicability;
9 requiring that information disclosed include specified
10 violations or alleged violations; requiring disclosure
11 of specified information to the commission under
12 specified circumstances; providing that specified
13 provisions protect employees and persons who submit
14 written complaints to the commission or provide
15 information to an investigator during an investigation
16 of a complaint or referral; providing applicability;
17 authorizing certain employees or applicants for
18 employment to file complaints in accordance with
19 specified provisions; authorizing such employees or
20 applicants to pursue a specified administrative remedy
21 or a civil action within a specified timeframe;
22 defining the term "local governmental authority";
23 authorizing local public employees to file a complaint
24 with the appropriate local governmental authority
25 under specified circumstances; specifying requirements

26 | for administrative procedures created by local
27 | governmental authorities; authorizing such employees
28 | to bring civil actions in a court of competent
29 | jurisdiction under specified conditions; requiring
30 | specified relief; providing applicability; providing
31 | that it is an affirmative defense to certain actions
32 | that the adverse personnel action was predicated on
33 | grounds other than the exercising of certain protected
34 | rights; providing construction; amending s. 112.324,
35 | F.S.; requiring the commission to deliver complaints
36 | and any amendment thereto to the agency conducting a
37 | certain investigation, upon the agency's written
38 | request; providing that such delivery does not affect
39 | specified exemptions in regard to the complaint and
40 | amendments; requiring that such delivery be within a
41 | reasonable timeframe; requiring that the commission
42 | redact certain information under specified conditions;
43 | requiring the commission to deliver complaints and any
44 | amendment thereto to certain persons upon a notarized
45 | written request; providing that such delivery does not
46 | affect the specified exemptions of the complaint;
47 | requiring that such delivery be within a reasonable
48 | timeframe; requiring that the commission redact
49 | certain information under specified conditions;
50 | providing an effective date.

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

Section 1. Section 112.3242, Florida Statutes, is created to read:

112.3242 Adverse action against employee for disclosing information of specified nature to the Commission on Ethics prohibited; employee remedy and relief.—

(1) LEGISLATIVE INTENT.—It is the intent of the Legislature to prevent agencies or independent contractors from taking retaliatory action against an employee who reports to an appropriate agency any violation of this part or s. 8(f), Art. II of the State Constitution on the part of a public employer or an independent contractor. It is further the intent of the Legislature to prevent agencies or independent contractors from taking retaliatory action against any person who discloses information to an appropriate agency regarding alleged breaches of the public trust or violations of s. 8(f), Art. II of the State Constitution on the part of an agency, a public officer, or an employee.

(2) DEFINITIONS.—As used in this section, unless otherwise specified, the term:

(a) "Adverse personnel action" means the discharge, suspension, transfer, or demotion of any employee or the withholding of bonuses, the reduction in salary or benefits, or

76 any other adverse action taken against an employee within the
77 terms and conditions of employment by an agency or independent
78 contractor.

79 (b) "Agency" means any state, regional, county, local, or
80 municipal governmental entity, whether executive, judicial, or
81 legislative; any official, officer, department, division,
82 bureau, commission, authority, or political subdivision therein;
83 or any public school, community college, or state university.

84 (c) "Employee" means a person who performs services for,
85 and is under the control and direction of, or contracts with, an
86 agency or independent contractor for wages or other
87 remuneration.

88 (d) "Independent contractor" means a person, other than an
89 agency, who is engaged in any business and enters into a
90 contract, including a provider agreement, with an agency.

91 (3) ACTIONS PROHIBITED.—

92 (a) An agency or independent contractor may not dismiss,
93 discipline, or take any other adverse personnel action against
94 an employee for disclosing information pursuant to this section.

95 (b) An agency or independent contractor may not take any
96 adverse personnel action that affects the rights or interests of
97 a person in retaliation for the person's disclosure of
98 information under this section.

99 (c) This subsection does not apply when an employee or a
100 person discloses information known by the employee or person to

101 be false or when the employee or person discloses information
102 that forms the basis of an award of costs or attorney fees or
103 both pursuant to s. 112.317(7).

104 (4) NATURE OF INFORMATION DISCLOSED.—The information
105 disclosed under this section must include any violation or
106 suspected violation of:

107 (a) Any standard of conduct imposed by this part;

108 (b) Section 8, Art. II of the State Constitution; or

109 (c) Section 11.062, s. 16.715, part II of chapter 287, s.

110 350.031, s. 350.04, s. 350.041, s. 350.042, or s. 350.0605.

111 (5) TO WHOM INFORMATION IS DISCLOSED.—The information
112 disclosed under this section must be disclosed to the Commission
113 on Ethics.

114 (6) EMPLOYEES AND PERSONS PROTECTED.—This section protects
115 employees and persons who submit a written complaint to the
116 Commission on Ethics executed on a form prescribed by the
117 commission and signed under oath or affirmation or who provide
118 information to an investigator during an investigation of a
119 complaint or referral. A remedy or other protection under this
120 section does not apply to any employee or person who has
121 committed or intentionally participated in committing the
122 violation or suspected violation for which protection under this
123 section is being sought.

124 (7) REMEDIES.—

125 (a) Any employee of or applicant for employment with any

126 state agency as defined in s. 216.011 who is discharged,
127 disciplined, or subjected to other adverse personnel action or
128 denied employment because he or she engaged in an activity
129 protected by this section may file a complaint, which complaint
130 must be made in accordance with s. 112.31895. Upon receipt of
131 notice from the Florida Commission on Human Relations of
132 termination of the investigation, the complainant may elect to
133 pursue the administrative remedy available under s. 112.31895 or
134 bring a civil action within 180 days after receipt of the
135 notice.

136 (b) For the purpose of this paragraph, the term "local
137 governmental authority" includes any regional, county, or
138 municipal entity, special district, community college district,
139 or school district or any political subdivision thereof. Within
140 60 days after the action prohibited by this section, any local
141 public employee protected by this section may file a complaint
142 with the appropriate local governmental authority if that
143 authority has established by ordinance an administrative
144 procedure for handling such complaints or has contracted with
145 the Division of Administrative Hearings under s. 120.65 to
146 conduct hearings under this section. The administrative
147 procedure created by ordinance must provide for the complaint to
148 be heard by a panel of impartial persons appointed by the
149 appropriate local governmental authority. Upon hearing the
150 complaint, the panel shall make findings of fact and conclusions

151 of law for a final decision by the local governmental authority.
152 Within 180 days after the entry of a final decision by the local
153 governmental authority, the local public employee who filed the
154 complaint may bring a civil action in any court of competent
155 jurisdiction. If the local governmental authority has not
156 established an administrative procedure by ordinance or
157 contract, a local public employee may, within 180 days after the
158 action prohibited by this section, bring a civil action in a
159 court of competent jurisdiction.

160 (c) Any other person protected by this section may, after
161 exhausting all available contractual or administrative remedies,
162 bring a civil action in any court of competent jurisdiction
163 within 180 days after the action prohibited by this section.

164 (8) RELIEF.—In any action brought under this section, the
165 relief must include the following:

166 (a) Reinstatement of the employee to the same position
167 held before the adverse personnel action was commenced, or to an
168 equivalent position, or reasonable front pay as an alternative
169 relief.

170 (b) Reinstatement of the employee's full fringe benefits
171 and seniority rights, as appropriate.

172 (c) Compensation to the employee, if appropriate, for lost
173 wages, benefits, or other lost remuneration caused by the
174 adverse personnel action.

175 (d) Payment of reasonable costs, including attorney fees,

176 to a substantially prevailing employee, or to the prevailing
177 employer if the employee filed a frivolous action in bad faith.

178 (e) Issuance of an injunction, if appropriate, by a court
179 of competent jurisdiction.

180 (f) Temporary reinstatement of the employee to his or her
181 former position or to an equivalent position, pending the final
182 outcome on the complaint, if an employee complains of being
183 discharged in retaliation for a protected disclosure and if a
184 court of competent jurisdiction or the Florida Commission on
185 Human Relations, as applicable under s. 112.31895, determines
186 that the disclosure was not made in bad faith or for a wrongful
187 purpose or occurred after an agency's initiation of a personnel
188 action against the employee which includes documentation of the
189 employee's violation of a disciplinary standard or performance
190 deficiency. This paragraph does not apply to an employee of a
191 municipality.

192 (9) DEFENSE.—It is an affirmative defense to any action
193 brought pursuant to this section that the adverse personnel
194 action was predicated upon grounds other than, and would have
195 been taken absent, the employee's or person's exercise of rights
196 protected by this section.

197 (10) EXISTING RIGHTS.—This section does not diminish the
198 rights, privileges, or remedies of an employee under any other
199 law or rule or under any collective bargaining agreement or
200 employment contract; however, the election of remedies in s.

201 447.401 also applies to actions under this section.

202 **Section 2. Paragraphs (g) and (h) are added to subsection**
 203 **(2) of section 112.324, Florida Statutes, to read:**

204 112.324 Procedures on complaints of violations and
 205 referrals; public records and meeting exemptions.—

206 (2)

207 (g) Notwithstanding the exemptions in paragraphs (a)-(d),
 208 the commission shall deliver a copy of an ethics complaint, and
 209 its timely amendments, to an agency conducting an investigation
 210 of a claim asserted under s. 112.3242, upon receiving a written
 211 request from the agency. The commission's delivery of the
 212 complaint, and any amendments thereto, does not affect the
 213 exemptions in paragraphs (a)-(d) in any other context. The
 214 commission shall deliver the complaint, and any amendments
 215 thereto, within a reasonable timeframe. If the exemptions in
 216 paragraphs (a)-(d) are applicable at the time of the request,
 217 the commission must redact any designations to the complaint
 218 form it supplied after the form was filed, including, but not
 219 limited to, date stamps, receipt stamps, and complaint serial
 220 numbers.

221 (h) Notwithstanding the exemptions in paragraphs (a)-(d),
 222 the commission shall deliver a copy of an ethics complaint, and
 223 its timely amendments, to the person who filed the ethics
 224 complaint and to the person who identified himself or herself in
 225 the text of the complaint or its timely amendments as a current

226 or former employee of the agency associated with the respondent
227 named in the complaint or of an independent contractor of that
228 agency, upon receiving a notarized, written request from such
229 person. The commission's delivery of the complaint, and any
230 amendments thereto, does not affect the exemptions in paragraphs
231 (a)-(d) in any other context. The commission shall deliver the
232 complaint in a reasonable timeframe. If the exemptions in
233 paragraphs (a)-(d) are applicable at the time of the request,
234 the commission must redact any designations to the complaint
235 form it supplied after the form was filed, including, but not
236 limited to, date stamps, receipt stamps, and complaint serial
237 numbers.

238 **Section 3.** This act shall take effect July 1, 2026.

By Senator Gaetz

1-01701-26

20261650__

1 A bill to be entitled
2 An act relating to public records; amending s.
3 112.3243, F.S.; providing an exemption from public
4 records requirements for information received by the
5 commission or derived from its investigations;
6 providing for future legislative review and repeal of
7 the exemption; providing a statement of public
8 necessity; providing a contingent effective date.

9
10 Be It Enacted by the Legislature of the State of Florida:

11
12 Section 1. Present subsection (5) of section 112.3243,
13 Florida Statutes, as created by SB 92 or similar legislation,
14 2026 Regular Session, is redesignated as subsection (6), and a
15 new subsection (5) is added to that section, to read:

16 112.3243 Investigative procedures in response to prohibited
17 personnel actions against ethics complaints.—

18 (5) CONFIDENTIALITY.—All information received by the
19 commission or information produced or derived from fact-finding
20 or other investigations conducted by the commission is
21 confidential and exempt from s. 119.07(1) and s. 24(a), Art. I
22 of the State Constitution if the information is received or
23 derived from allegations as set forth in s. 112.3242 relating to
24 an active investigation. This subsection is subject to the Open
25 Government Sunset Review Act in accordance with s. 119.15 and
26 shall stand repealed on October 2, 2031, unless reviewed and
27 saved from repeal through reenactment by the Legislature.

28 Section 2. The Legislature finds that it is a public
29 necessity that all information received by the Commission on

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30 Ethics or information produced or derived from fact-finding or
31 other investigations conducted by the commission be made
32 confidential and exempt from s. 119.07(1), Florida Statutes, and
33 s. 24(a), Article I of the State Constitution until the
34 investigation is terminated or ceases to be active. The
35 premature release of such records could frustrate or thwart an
36 investigation and impair the ability of the commission to
37 effectively and efficiently administer ss. 112.324, 112.3242,
38 and 112.3243, Florida Statutes. In addition, the release of such
39 records before completion of an active investigation could
40 jeopardize an ongoing investigation, thereby affecting the
41 ability of the commission to effectively and efficiently
42 administer the investigation. Therefore, the Legislature finds
43 that the harm that may result from the release of all
44 information received by the commission or information produced
45 or derived from fact-finding or other investigations conducted
46 by the commission pursuant to s. 112.3242, Florida Statutes,
47 outweighs the public benefit that may be derived from the
48 disclosure of the information.

49 Section 3. This act shall take effect on the same date that
50 SB 92 or similar legislation takes effect, if such legislation
51 is adopted in the same legislative session or an extension
52 thereof and becomes a law.

By Senator Wright

8-00912-26

2026964__

1 A bill to be entitled
2 An act relating to financial disclosures; amending s.
3 112.3148, F.S.; requiring reporting individuals and
4 procurement employees to file annual reports listing
5 certain gifts with the Commission on Ethics instead of
6 with the required financial disclosure statement;
7 requiring such individuals and employees who have left
8 office or employment within a specified timeframe to
9 file the annual report with the commission instead of
10 at the same location as their financial disclosure
11 statement; amending s. 112.3149, F.S.; requiring
12 reporting individuals and procurement employees to
13 disclose the name, address, and affiliation of a
14 person providing specified honorarium expenses with
15 the commission instead of with the required financial
16 disclosure statement; requiring such individuals and
17 employees who have left office or employment within a
18 specified timeframe to file the annual statement with
19 the commission instead of at the same location as
20 their financial disclosure statement; providing an
21 effective date.

22
23 Be It Enacted by the Legislature of the State of Florida:

24
25 Section 1. Paragraph (d) of subsection (6) of section
26 112.3148, Florida Statutes, is amended to read:

27 112.3148 Reporting and prohibited receipt of gifts by
28 individuals filing full or limited public disclosure of
29 financial interests and by procurement employees.—

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(6)

(d) No later than July 1 of each year, each reporting individual or procurement employee shall file a statement listing each gift having a value in excess of \$100 received by the reporting individual or procurement employee, either directly or indirectly, from a governmental entity or a direct-support organization specifically authorized by law to support a governmental entity. The statement shall list the name of the person providing the gift, a description of the gift, the date or dates on which the gift was given, and the value of the total gifts given during the calendar year for which the report is made. The reporting individual or procurement employee shall attach to the statement any report received by him or her in accordance with paragraph (c), which report shall become a public record when filed with the statement of the reporting individual or procurement employee. The reporting individual or procurement employee may explain any differences between the report of the reporting individual or procurement employee and the attached reports. The annual report ~~filed by a reporting individual shall be filed with the financial disclosure statement required by either s. 8, Art. II of the State Constitution or s. 112.3145, as applicable to the reporting individual.~~ The annual report filed by a procurement employee shall be filed with the Commission on Ethics. The report filed by a reporting individual or procurement employee who left office or employment during the calendar year covered by the report shall be filed with the Commission on Ethics by July 1 of the year after leaving office or employment ~~at the same location as his or her final financial disclosure statement or, in the~~

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59 ~~case of a former procurement employee, with the Commission on~~
60 ~~Ethics.~~

61 Section 2. Subsection (6) of section 112.3149, Florida
62 Statutes, is amended to read:

63 112.3149 Solicitation and disclosure of honoraria.—

64 (6) A reporting individual or procurement employee who
65 receives payment or provision of expenses related to any
66 honorarium event from a person who is prohibited by subsection
67 (4) from paying an honorarium to a reporting individual or
68 procurement employee shall publicly disclose on an annual
69 statement the name, address, and affiliation of the person
70 paying or providing the expenses; the amount of the honorarium
71 expenses; the date of the honorarium event; a description of the
72 expenses paid or provided on each day of the honorarium event;
73 and the total value of the expenses provided to the reporting
74 individual or procurement employee in connection with the
75 honorarium event. The annual statement of honorarium expenses
76 shall be filed by July 1 of each year for those expenses
77 received during the previous calendar year. The reporting
78 individual or procurement employee shall attach to the annual
79 statement a copy of each statement received by him or her in
80 accordance with subsection (5) regarding honorarium expenses
81 paid or provided during the calendar year for which the annual
82 statement is filed. The attached statement shall become a public
83 record upon the filing of the annual report. The annual
84 ~~statement of a reporting individual shall be filed with the~~
85 ~~financial disclosure statement required by either s. 8, Art. II~~
86 ~~of the State Constitution or s. 112.3145, as applicable to the~~
87 ~~reporting individual. The annual statement of a procurement~~

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88 ~~employee~~ shall be filed with the Commission on Ethics. The
89 statement filed by a reporting individual or procurement
90 employee who left office or employment during the calendar year
91 covered by the statement shall be filed with the Commission on
92 Ethics by July 1 of the year after leaving office or employment
93 ~~at the same location as his or her final financial disclosure~~
94 ~~statement or, in the case of a former procurement employee, with~~
95 ~~the Commission on Ethics.~~

96 Section 3. This act shall take effect upon becoming a law.

1 A bill to be entitled
2 An act relating to reporting the receipt of gifts or
3 honoraria; amending s. 112.3148, F.S.; providing that
4 all annual reports shall be filed with the Commission
5 on Ethics by a specified date; amending s. 112.3149,
6 F.S.; conforming provisions to changes made by the
7 act; providing an effective date.
8

9 Be It Enacted by the Legislature of the State of Florida:
10

11 **Section 1. Paragraph (d) of subsection (6) of section**
12 **112.3148, Florida Statutes, is amended to read:**

13 112.3148 Reporting and prohibited receipt of gifts by
14 individuals filing full or limited public disclosure of
15 financial interests and by procurement employees.—

16 (6)

17 (d) No later than July 1 of each year, each reporting
18 individual or procurement employee shall file a statement
19 listing each gift having a value in excess of \$100 received by
20 the reporting individual or procurement employee, either
21 directly or indirectly, from a governmental entity or a direct-
22 support organization specifically authorized by law to support a
23 governmental entity. The statement shall list the name of the
24 person providing the gift, a description of the gift, the date
25 or dates on which the gift was given, and the value of the total

26 | gifts given during the calendar year for which the report is
27 | made. The reporting individual or procurement employee shall
28 | attach to the statement any report received by him or her in
29 | accordance with paragraph (c), which report shall become a
30 | public record when filed with the statement of the reporting
31 | individual or procurement employee. The reporting individual or
32 | procurement employee may explain any differences between the
33 | report of the reporting individual or procurement employee and
34 | the attached reports. The annual report ~~filed by a reporting~~
35 | ~~individual shall be filed with the financial disclosure~~
36 | ~~statement required by either s. 8, Art. II of the State~~
37 | ~~Constitution or s. 112.3145, as applicable to the reporting~~
38 | ~~individual. The annual report filed by a procurement employee~~
39 | shall be filed with the Commission on Ethics. The report filed
40 | by a reporting individual or procurement employee who left
41 | office or employment during the calendar year covered by the
42 | report shall be filed by July 1 of the year after leaving office
43 | or employment ~~at the same location as his or her final financial~~
44 | ~~disclosure statement or, in the case of a former procurement~~
45 | ~~employee,~~ with the Commission on Ethics.

46 | **Section 2. Subsection (6) of section 112.3149, Florida**
47 | **Statutes, is amended to read:**

48 | 112.3149 Solicitation and disclosure of honoraria.—

49 | (6) A reporting individual or procurement employee who
50 | receives payment or provision of expenses related to any

51 | honorarium event from a person who is prohibited by subsection
52 | (4) from paying an honorarium to a reporting individual or
53 | procurement employee shall publicly disclose on an annual
54 | statement the name, address, and affiliation of the person
55 | paying or providing the expenses; the amount of the honorarium
56 | expenses; the date of the honorarium event; a description of the
57 | expenses paid or provided on each day of the honorarium event;
58 | and the total value of the expenses provided to the reporting
59 | individual or procurement employee in connection with the
60 | honorarium event. The annual statement of honorarium expenses
61 | shall be filed by July 1 of each year for those expenses
62 | received during the previous calendar year. The reporting
63 | individual or procurement employee shall attach to the annual
64 | statement a copy of each statement received by him or her in
65 | accordance with subsection (5) regarding honorarium expenses
66 | paid or provided during the calendar year for which the annual
67 | statement is filed. The attached statement shall become a public
68 | record upon the filing of the annual report. The annual
69 | ~~statement of a reporting individual shall be filed with the~~
70 | ~~financial disclosure statement required by either s. 8, Art. II~~
71 | ~~of the State Constitution or s. 112.3145, as applicable to the~~
72 | ~~reporting individual. The annual statement of a procurement~~
73 | ~~employee shall be filed with the Commission on Ethics. The~~
74 | statement filed by a reporting individual or procurement
75 | employee who left office or employment during the calendar year

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76 covered by the statement shall be filed by July 1 of the year
77 after leaving office or employment ~~at the same location as his~~
78 ~~or her final financial disclosure statement or, in the case of a~~
79 ~~former procurement employee,~~ with the Commission on Ethics.

80 **Section 3.** This act shall take effect July 1, 2026.

By the Committee on Governmental Oversight and Accountability;
and Senator Harrell

585-02216-26

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1 A bill to be entitled
2 An act relating to ethics for public officers and
3 employees; amending s. 112.312, F.S.; revising the
4 definition of the term "relative" to include foster
5 parents and foster children; reenacting ss.
6 106.07(4)(a), 106.0702(4)(a), 348.0305, and 1001.421,
7 F.S., relating to a campaign treasurer's reports of
8 campaign contributions, reports of campaign
9 contributions to candidates for a position on a
10 political party executive committee, ethical
11 requirements for officers, employees, and consultants
12 for the Greater Miami Expressway Agency, and gifts to
13 district school board members, respectively, to
14 incorporate the amendment made to s. 112.312, F.S., in
15 references thereto; providing an effective date.

16
17 Be It Enacted by the Legislature of the State of Florida:

18
19 Section 1. Subsection (21) of section 112.312, Florida
20 Statutes, is amended to read:

21 112.312 Definitions.—As used in this part and for purposes
22 of the provisions of s. 8, Art. II of the State Constitution,
23 unless the context otherwise requires:

24 (21) "Relative," unless otherwise specified in this part,
25 means an individual who is related to a public officer or
26 employee as father, mother, son, daughter, brother, sister,
27 uncle, aunt, first cousin, nephew, niece, husband, wife, father-
28 in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-
29 law, sister-in-law, stepfather, stepmother, stepson,

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30 stepdaughter, stepbrother, stepsister, half brother, half
31 sister, grandparent, great grandparent, grandchild, great
32 grandchild, step grandparent, step great grandparent, step
33 grandchild, or step great grandchild; an individual who, while
34 the public officer or employee was a minor, was his or her
35 legally recognized foster parent in the jurisdiction where the
36 relationship occurred or an individual who is a current or
37 former legally recognized foster child of the public officer or
38 employee in the jurisdiction where the relationship occurs or
39 occurred; a~~7~~ person who is engaged to be married to the public
40 officer or employee or who otherwise holds himself or herself
41 out as or is generally known as the person whom the public
42 officer or employee intends to marry or with whom the public
43 officer or employee intends to form a household;~~7~~ or any other
44 natural person having the same legal residence as the public
45 officer or employee.

46 Section 2. For the purpose of incorporating the amendment
47 made by this act to section 112.312, Florida Statutes, in a
48 reference thereto, paragraph (a) of subsection (4) of section
49 106.07, Florida Statutes, is reenacted to read:

50 106.07 Reports; certification and filing.—

51 (4) (a) Except for daily reports, to which only the
52 contributions provisions below apply, and except as provided in
53 paragraph (b), each report required by this section must
54 contain:

55 1. The full name, address, and occupation, if any, of each
56 person who has made one or more contributions to or for such
57 committee or candidate within the reporting period, together
58 with the amount and date of such contributions. For

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59 corporations, the report must provide as clear a description as
60 practicable of the principal type of business conducted by the
61 corporation. However, if the contribution is \$100 or less or is
62 from a relative, as defined in s. 112.312, provided that the
63 relationship is reported, the occupation of the contributor or
64 the principal type of business need not be listed.

65 2. The name and address of each political committee from
66 which the reporting committee or the candidate received, or to
67 which the reporting committee or candidate made, any transfer of
68 funds, together with the amounts and dates of all transfers.

69 3. Each loan for campaign purposes to or from any person or
70 political committee within the reporting period, together with
71 the full names, addresses, and occupations, and principal places
72 of business, if any, of the lender and endorsers, if any, and
73 the date and amount of such loans.

74 4. A statement of each contribution, rebate, refund, or
75 other receipt not otherwise listed under subparagraphs 1.
76 through 3.

77 5. The total sums of all loans, in-kind contributions, and
78 other receipts by or for such committee or candidate during the
79 reporting period. The reporting forms shall be designed to
80 elicit separate totals for in-kind contributions, loans, and
81 other receipts.

82 6. The full name and address of each person to whom
83 expenditures have been made by or on behalf of the committee or
84 candidate within the reporting period; the amount, date, and
85 purpose of each such expenditure; and the name and address of,
86 and office sought by, each candidate on whose behalf such
87 expenditure was made. However, expenditures made from the petty

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88 cash fund provided by s. 106.12 need not be reported
89 individually.

90 7. The full name and address of each person to whom an
91 expenditure for personal services, salary, or reimbursement for
92 authorized expenses as provided in s. 106.021(3) has been made
93 and which is not otherwise reported, including the amount, date,
94 and purpose of such expenditure. However, expenditures made from
95 the petty cash fund provided for in s. 106.12 need not be
96 reported individually. Receipts for reimbursement for authorized
97 expenditures shall be retained by the treasurer along with the
98 records for the campaign account.

99 8. The total amount withdrawn and the total amount spent
100 for petty cash purposes pursuant to this chapter during the
101 reporting period.

102 9. The total sum of expenditures made by such committee or
103 candidate during the reporting period.

104 10. The amount and nature of debts and obligations owed by
105 or to the committee or candidate, which relate to the conduct of
106 any political campaign.

107 11. Transaction information for each credit card purchase.
108 Receipts for each credit card purchase shall be retained by the
109 treasurer with the records for the campaign account.

110 12. The amount and nature of any separate interest-bearing
111 accounts or certificates of deposit and identification of the
112 financial institution in which such accounts or certificates of
113 deposit are located.

114 13. The primary purposes of an expenditure made indirectly
115 through a campaign treasurer pursuant to s. 106.021(3) for goods
116 and services such as communications media placement or

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117 procurement services, campaign signs, insurance, and other
118 expenditures that include multiple components as part of the
119 expenditure. The primary purpose of an expenditure shall be that
120 purpose, including integral and directly related components,
121 that comprises 80 percent of such expenditure.

122 Section 3. For the purpose of incorporating the amendment
123 made by this act to section 112.312, Florida Statutes, in a
124 reference thereto, paragraph (a) of subsection (4) of section
125 106.0702, Florida Statutes, is reenacted to read:

126 106.0702 Reporting; political party executive committee
127 candidates.—

128 (4) (a) Each report required by this section must contain:

129 1. The full name, address, and occupation of each person
130 who has made one or more contributions to or for the reporting
131 individual within the reporting period, together with the amount
132 and date of such contributions. For corporations, the report
133 must provide as clear a description as practicable of the
134 principal type of business conducted by the corporations.
135 However, if the contribution is \$100 or less or is from a
136 relative, as defined in s. 112.312, provided that the
137 relationship is reported, the occupation of the contributor or
138 the principal type of business need not be listed.

139 2. The name and address of each political committee from
140 which the reporting individual has received, or to which the
141 reporting individual has made, any transfer of funds within the
142 reporting period, together with the amounts and dates of all
143 transfers.

144 3. Each loan for campaign purposes from any person or
145 political committee within the reporting period, together with

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146 the full name, address, and occupation, and principal place of
147 business, if any, of the lender and endorser, if any, and the
148 date and amount of such loans.

149 4. A statement of each contribution, rebate, refund, or
150 other receipt not otherwise listed under subparagraphs 1.-3.

151 5. The total sums of all loans, in-kind contributions, and
152 other receipts by or for such reporting individual during the
153 reporting period. The reporting forms shall be designed to
154 elicit separate totals for in-kind contributions, loans, and
155 other receipts.

156 6. The full name and address of each person to whom
157 expenditures have been made by or on behalf of the reporting
158 individual within the reporting period; the amount, date, and
159 purpose of each such expenditure; and the name and address of,
160 and office sought by, each reporting individual on whose behalf
161 such expenditure was made.

162 7. The amount and nature of debts and obligations owed by
163 or to the reporting individual which relate to the conduct of
164 any political campaign.

165 8. Transaction information for each credit card purchase.
166 Receipts for each credit card purchase shall be retained by the
167 reporting individual.

168 9. The amount and nature of any separate interest-bearing
169 accounts or certificates of deposit and identification of the
170 financial institution in which such accounts or certificates of
171 deposit are located.

172 Section 4. For the purpose of incorporating the amendment
173 made by this act to section 112.312, Florida Statutes, in a
174 reference thereto, section 348.0305, Florida Statutes, is

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175 reenacted to read:

176 348.0305 Ethics requirements.—

177 (1) Notwithstanding any other provision of law to the
178 contrary, members and employees of the agency are subject to
179 part III of chapter 112. As used in this section, the term:

180 (a) "Agency" means the Greater Miami Expressway Agency.

181 (b) "Lobby" means to seek to influence the agency, on
182 behalf of another person, with respect to a decision of the
183 agency in an area of policy or procurement or to attempt to
184 obtain the goodwill of an officer, employee, or consultant of
185 the agency. The term does not include representing a client in
186 any stage of applying for or seeking approval of any
187 administrative action, or opposition to such action, provided
188 such action does not require legislative discretion and is
189 subject to judicial review by petitioning for writ of
190 certiorari.

191 (c) "Lobbyist" means a person who is employed and receives
192 payment, or who contracts for economic consideration, to lobby
193 or a person who is principally employed for governmental affairs
194 by another person or entity to lobby on behalf of such person or
195 entity. The term does not include a person who:

196 1. Represents a client in a judicial proceeding or in a
197 formal administrative proceeding before the agency.

198 2. Is an officer or employee of any governmental entity
199 acting in the normal course of his or her duties.

200 3. Consults under contract with the agency and communicates
201 with the agency regarding issues related to the scope of
202 services in his or her contract.

203 4. Is an expert witness who is retained or employed by an

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204 employer, principal, or client to provide only scientific,
205 technical, or other specialized information provided in agenda
206 materials or testimony only in public hearings, provided the
207 expert identifies such employer, principal, or client at such
208 hearing.

209 5. Seeks to procure a contract that is less than \$20,000 or
210 a contract pursuant to s. 287.056.

211 (d) "Officer" means a member of the governing body of the
212 agency.

213 (e) "Principal" has the same meaning as in s. 112.3215.

214 (f) "Relative" has the same meaning as in s. 112.312.

215 (2)(a) A lobbyist may not be appointed or serve as a member
216 of the governing body of the agency.

217 (b) A person may not be appointed or serve as an officer if
218 that person currently represents or has in the previous 4 years
219 lobbied the agency or the former Miami-Dade County Expressway
220 Authority.

221 (c) A person may not be appointed or serve as an officer if
222 that person has in the previous 4 years done business, or been
223 an employee of a person or entity that has done business, with
224 the agency or the former Miami-Dade County Expressway Authority.

225 (d) A person may not be appointed or serve as an officer if
226 that person has in the previous 2 years been an employee of the
227 agency.

228 (3) An officer, employee, or consultant of the agency or of
229 the former Miami-Dade County Expressway Authority may not, for a
230 period of 4 years after vacation of his or her position with the
231 agency:

232 (a) Lobby the agency.

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233 (b) Have an employment or contractual relationship with a
234 business entity in connection with a contract in which the
235 officer, employee, or consultant personally and substantially
236 participated through decision, approval, disapproval,
237 recommendation, rendering of advice, or investigation while he
238 or she was an officer, employee, or consultant of the agency.
239 When an agency employee's position is eliminated and his or her
240 former duties are performed by the business entity, this
241 paragraph does not prohibit him or her from employment or a
242 contractual relationship with the business entity if the
243 employee's participation in the contract was limited to
244 recommendation, rendering of advice, or investigation and if the
245 executive director of the agency determines that the best
246 interests of the agency will be served thereby and provides
247 prior written approval for the particular employee.

248 (c) Have or hold any employment or contractual relationship
249 with a business entity in connection with any contract for
250 contractual services which was within his or her responsibility
251 while an officer, employee, or consultant. If an agency
252 employee's position is eliminated and his or her former duties
253 are performed by the business entity, this paragraph may be
254 waived by the executive director of the agency through prior
255 written approval for the particular employee if the executive
256 director determines that the best interests of the agency will
257 be served thereby.

258 (4) Each officer, employee, and consultant of the agency
259 must promptly disclose:

260 (a) Every relationship that may create a conflict between
261 his or her private interests and the performance of his or her

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262 duties to the agency or that would impede the full and faithful
263 discharge of his or her duties to the agency.

264 (b) Any relative and any employment or contractual
265 relationship of such relative which, if held by the officer,
266 employee, or consultant, would violate any provision of s.
267 112.313.

268 (c) Any relative who is a lobbyist and such lobbyist's
269 principal.

270 (d) Any direct or indirect interest in real property and
271 such interest of any relative if such property is located within
272 one-half mile of any actual or prospective agency project. The
273 executive director of the agency shall provide a corridor map
274 and a property ownership list reflecting the ownership of all
275 real property within the disclosure area, or an alignment map
276 with a list of associated owners, to all officers, employees,
277 and consultants.

278 (5) The disclosures required under subsection (4) must be
279 filed with the agency general counsel in the manner specified by
280 the general counsel. When the disclosure is filed by the general
281 counsel, a copy must be provided to the executive director of
282 the agency.

283 (6) A violation of this section shall be considered a
284 violation of the violator's official, employment, or contractual
285 duties to the agency.

286 (7) Officers, employees, and consultants of the agency
287 shall be adequately informed and trained on the provisions of
288 this section and the state code of ethics and shall receive
289 ongoing ethics training.

290 (8) The state code of ethics shall apply to officers,

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291 employees, and consultants of the agency, and this section shall
292 be enforced by the Commission on Ethics as part of the state
293 code of ethics.

294 (9) For purposes of this section, "consultant" does not
295 include firms or individuals retained by the agency to provide
296 architectural, engineering, landscape architecture, or
297 registered surveying and mapping services as described in s.
298 287.055.

299 Section 5. For the purpose of incorporating the amendment
300 made by this act to section 112.312, Florida Statutes, in a
301 reference thereto, section 1001.421, Florida Statutes, is
302 reenacted to read:

303 1001.421 Gifts.—Notwithstanding any other provision of law
304 to the contrary, district school board members and their
305 relatives, as defined in s. 112.312(21), may not directly or
306 indirectly solicit any gift, or directly or indirectly accept
307 any gift in excess of \$50, from any person, vendor, potential
308 vendor, or other entity doing business with the school district.
309 The term "gift" has the same meaning as in s. 112.312(12).

310 Section 6. This act shall take effect July 1, 2026.

1 A bill to be entitled
 2 An act relating to ethics for public employees;
 3 amending s. 112.312, F.S.; revising the definition of
 4 the term "relative" to include foster parents and
 5 foster children; reenacting s. 1001.421, F.S.,
 6 relating to gifts to district school board members, to
 7 incorporate the amendment made to s. 112.312, F.S., in
 8 a reference thereto; providing an effective date.

9
 10 Be It Enacted by the Legislature of the State of Florida:

11
 12 **Section 1. Subsection (21) of section 112.312, Florida**
 13 **Statutes, is amended to read:**

14 112.312 Definitions.—As used in this part and for purposes
 15 of the provisions of s. 8, Art. II of the State Constitution,
 16 unless the context otherwise requires:

17 (21) "Relative," unless otherwise specified in this part,
 18 means an individual who is related to a public officer or
 19 employee as father, mother, son, daughter, brother, sister,
 20 uncle, aunt, first cousin, nephew, niece, husband, wife, father-
 21 in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-
 22 law, sister-in-law, stepfather, stepmother, stepson,
 23 stepdaughter, stepbrother, stepsister, half brother, half
 24 sister, grandparent, great grandparent, grandchild, great
 25 grandchild, step grandparent, step great grandparent, step

26 | grandchild, or step great grandchild; an individual who, while
 27 | the public officer or employee was a minor, was his or her
 28 | legally recognized foster parent in the jurisdiction where the
 29 | relationship occurred or an individual who is a current or
 30 | former legally recognized foster child of the public officer or
 31 | employee in the jurisdiction where the relationship occurs or
 32 | occurred; ~~a~~ person who is engaged to be married to the public
 33 | officer or employee or who otherwise holds himself or herself
 34 | out as or is generally known as the person whom the public
 35 | officer or employee intends to marry or with whom the public
 36 | officer or employee intends to form a household; ~~or~~ any other
 37 | natural person having the same legal residence as the public
 38 | officer or employee.

39 | **Section 2.** For the purpose of incorporating the amendment
 40 | made by this act to section 112.312, Florida Statutes, in a
 41 | reference thereto, section 1001.421, Florida Statutes, is
 42 | reenacted to read:

43 | 1001.421 Gifts.—Notwithstanding any other provision of law
 44 | to the contrary, district school board members and their
 45 | relatives, as defined in s. 112.312(21), may not directly or
 46 | indirectly solicit any gift, or directly or indirectly accept
 47 | any gift in excess of \$50, from any person, vendor, potential
 48 | vendor, or other entity doing business with the school district.
 49 | The term "gift" has the same meaning as in s. 112.312(12).

50 | **Section 3.** This act shall take effect July 1, 2026.

By Senator Rodriguez

40-00762A-26

20261622__

1 A bill to be entitled
2 An act relating to penalties for late-filed
3 disclosures or statements of financial interests;
4 amending ss. 112.3144 and 112.3145, F.S.; prohibiting
5 the assessment of a fine for a reporting person's
6 first late filing of a disclosure or statement of
7 financial interests if certain conditions are met;
8 providing applicability; providing an effective date.

9
10 Be It Enacted by the Legislature of the State of Florida:

11
12 Section 1. Paragraph (f) of subsection (8) of section
13 112.3144, Florida Statutes, is amended to read:

14 112.3144 Full and public disclosure of financial
15 interests.—

16 (8) Forms or fields of information for compliance with the
17 full and public disclosure requirements of s. 8, Art. II of the
18 State Constitution must be prescribed by the commission. The
19 commission shall allow a filer to include attachments or other
20 supporting documentation when filing a disclosure. The
21 commission shall give notice of disclosure deadlines and
22 delinquencies and distribute forms in the following manner:

23 (f) Except as provided in subparagraph 3., a ~~Any~~ person who
24 is required to file full and public disclosure of financial
25 interests and whose name is on the commission's list, and to
26 whom notice has been sent, but who fails to timely file is
27 assessed a fine of \$25 per day for each day late up to a maximum
28 of \$1,500; however this \$1,500 limitation on automatic fines
29 does not limit the civil penalty that may be imposed if the

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30 statement is filed more than 60 days after the deadline and a
31 complaint is filed, as provided in s. 112.324. The commission
32 must provide by rule the grounds for waiving the fine and the
33 procedures by which each person whose name is on the list and
34 who is determined to have not filed in a timely manner will be
35 notified of assessed fines and may appeal. The rule must provide
36 for and make specific that the amount of the fine due is based
37 upon when the disclosure is filed on the electronic filing
38 system created and maintained by the commission as provided in
39 s. 112.31446.

40 1. Upon receipt of the disclosure statement or upon accrual
41 of the maximum penalty, whichever occurs first, the commission
42 shall determine the amount of the fine which is due and shall
43 notify the delinquent person. The notice must include an
44 explanation of the appeal procedure under subparagraph 2. Such
45 fine must be paid within 30 days after the notice of payment due
46 is transmitted, unless appeal is made to the commission pursuant
47 to subparagraph 2. The moneys shall be deposited into the
48 General Revenue Fund.

49 2. Any reporting person may appeal or dispute a fine, based
50 upon unusual circumstances surrounding the failure to file on
51 the designated due date, and may request and is entitled to a
52 hearing before the commission, which may waive the fine in whole
53 or in part for good cause shown. Any such request must be in
54 writing and received by the commission within 30 days after the
55 notice of payment due is transmitted. In such a case, the
56 reporting person must, within the 30-day period, notify the
57 person designated to review the timeliness of reports in writing
58 of his or her intention to bring the matter before the

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59 commission. For purposes of this subparagraph, "unusual
60 circumstances" does not include the failure to monitor an e-mail
61 account or failure to receive notice if the person has not
62 notified the commission of a change in his or her e-mail
63 address.

64 3. A fine may not be assessed against a reporting person
65 the first time a full and public disclosure of financial
66 interests for which he or she is responsible for filing is not
67 timely filed if the full and public disclosure of financial
68 interests was filed before the reporting person accrued the
69 maximum automatic fine for that filing year and the reporting
70 person has not previously received a waiver of an automatic fine
71 pursuant to this subparagraph or s. 112.3145(8)(f)3. The
72 automatic fine shall be assessed, however, if the reporting
73 person has in a previous year accrued the maximum automatic fine
74 pursuant to this subparagraph or s. 112.3145(8)(f), or if he or
75 she has previously received a waiver of an automatic fine
76 pursuant to this subparagraph or s. 112.3145(8)(f)3. This
77 subparagraph applies to fines that began to accrue pursuant to
78 this paragraph after September 1, 2026.

79 Section 2. Paragraph (f) of subsection (8) of section
80 112.3145, Florida Statutes, is amended to read:

81 112.3145 Disclosure of financial interests and clients
82 represented before agencies.—

83 (8) Beginning January 1, 2024, forms for compliance with
84 the disclosure requirements of this section and a current list
85 of persons subject to disclosure must be created by the
86 commission. The commission shall allow a filer to include
87 attachments or other supporting documentation when filing a

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88 disclosure. Beginning January 1, 2024, the commission shall give
89 notice of disclosure deadlines, delinquencies, and instructions
90 in the following manner:

91 (f) Except as provided in subparagraph 3., a ~~Any~~ person
92 required to file a statement of financial interests whose name
93 is on the commission's list, and to whom notice has been sent,
94 but who fails to timely file is assessed a fine of \$25 per day
95 for each day late up to a maximum of \$1,500; however, this
96 \$1,500 limitation on automatic fines does not limit the civil
97 penalty that may be imposed if the statement is filed more than
98 60 days after the deadline and a complaint is filed, as provided
99 in s. 112.324. The commission must provide by rule the grounds
100 for waiving the fine and procedures by which each person whose
101 name is on the list and who is determined to have not filed in a
102 timely manner will be notified of assessed fines and may appeal.
103 The rule must provide for and make specific that the amount of
104 the fine is based upon the date and time that the disclosure is
105 filed on the electronic filing system as provided in s.
106 112.31446.

107 1. Beginning January 1, 2024, for a specified state
108 employee, state officer, or local officer, upon receipt of the
109 disclosure statement by the commission or upon accrual of the
110 maximum penalty, whichever occurs first, the commission shall
111 determine the amount of the fine which is due and shall notify
112 the delinquent person. The notice must include an explanation of
113 the appeal procedure under subparagraph 2. The fine must be paid
114 within 30 days after the notice of payment due is transmitted,
115 unless appeal is made to the commission pursuant to subparagraph
116 2. The moneys are to be deposited into the General Revenue Fund.

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117 2. Any reporting person may appeal or dispute a fine, based
118 upon unusual circumstances surrounding the failure to file on
119 the designated due date, and may request and is entitled to a
120 hearing before the commission, which may waive the fine in whole
121 or in part for good cause shown. Any such request must be in
122 writing and received by the commission within 30 days after the
123 notice of payment due is transmitted. In such a case, the
124 reporting person must, within the 30-day period, notify the
125 person designated to review the timeliness of reports in writing
126 of his or her intention to bring the matter before the
127 commission. For purposes of this subparagraph, the term "unusual
128 circumstances" does not include the failure to monitor an e-mail
129 account or failure to receive notice if the person has not
130 notified the commission of a change in his or her e-mail
131 address.

132 3. A fine may not be assessed against a reporting person
133 the first time a statement of financial interests for which he
134 or she is responsible for filing is not timely filed if the
135 statement of financial interests was filed before the reporting
136 person accrued the maximum automatic fine for that filing year
137 and the reporting person has not previously received a waiver of
138 an automatic fine pursuant to this subparagraph or s.
139 112.3144(8)(f)3. The automatic fine shall be assessed, however,
140 if the reporting person has in a previous year accrued the
141 maximum automatic fine pursuant to this subparagraph or s.
142 112.3144(8)(f), or if he or she previously received a waiver of
143 an automatic fine pursuant to this subparagraph or s.
144 112.3144(8)(f)3. This subparagraph applies to fines that began
145 to accrue pursuant to this paragraph after September 1, 2026.

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20261622__

146

Section 3. This act shall take effect upon becoming a law.

1 A bill to be entitled
 2 An act relating to penalties for late-filed
 3 disclosures or statements of financial interests;
 4 amending ss. 112.3144 and 112.3145, F.S.; prohibiting
 5 the assessment of a fine for a reporting person's
 6 first late filing of a disclosure or statement of
 7 financial interests if certain conditions are met;
 8 providing applicability; providing an effective date.

9
 10 Be It Enacted by the Legislature of the State of Florida:

11
 12 **Section 1. Paragraph (f) of subsection (8) of section**
 13 **112.3144, Florida Statutes, is amended to read:**

14 112.3144 Full and public disclosure of financial
 15 interests.—

16 (8) Forms or fields of information for compliance with the
 17 full and public disclosure requirements of s. 8, Art. II of the
 18 State Constitution must be prescribed by the commission. The
 19 commission shall allow a filer to include attachments or other
 20 supporting documentation when filing a disclosure. The
 21 commission shall give notice of disclosure deadlines and
 22 delinquencies and distribute forms in the following manner:

23 (f) Except as provided in subparagraph 3., a ~~Any~~ person
 24 who is required to file full and public disclosure of financial
 25 interests and whose name is on the commission's list, and to

26 | whom notice has been sent, but who fails to timely file is
27 | assessed a fine of \$25 per day for each day late up to a maximum
28 | of \$1,500; however this \$1,500 limitation on automatic fines
29 | does not limit the civil penalty that may be imposed if the
30 | statement is filed more than 60 days after the deadline and a
31 | complaint is filed, as provided in s. 112.324. The commission
32 | must provide by rule the grounds for waiving the fine and the
33 | procedures by which each person whose name is on the list and
34 | who is determined to have not filed in a timely manner will be
35 | notified of assessed fines and may appeal. The rule must provide
36 | for and make specific that the amount of the fine due is based
37 | upon when the disclosure is filed on the electronic filing
38 | system created and maintained by the commission as provided in
39 | s. 112.31446.

40 | 1. Upon receipt of the disclosure statement or upon
41 | accrual of the maximum penalty, whichever occurs first, the
42 | commission shall determine the amount of the fine which is due
43 | and shall notify the delinquent person. The notice must include
44 | an explanation of the appeal procedure under subparagraph 2.
45 | Such fine must be paid within 30 days after the notice of
46 | payment due is transmitted, unless appeal is made to the
47 | commission pursuant to subparagraph 2. The moneys shall be
48 | deposited into the General Revenue Fund.

49 | 2. Any reporting person may appeal or dispute a fine,
50 | based upon unusual circumstances surrounding the failure to file

51 on the designated due date, and may request and is entitled to a
52 hearing before the commission, which may waive the fine in whole
53 or in part for good cause shown. Any such request must be in
54 writing and received by the commission within 30 days after the
55 notice of payment due is transmitted. In such a case, the
56 reporting person must, within the 30-day period, notify the
57 person designated to review the timeliness of reports in writing
58 of his or her intention to bring the matter before the
59 commission. For purposes of this subparagraph, "unusual
60 circumstances" does not include the failure to monitor an e-mail
61 account or failure to receive notice if the person has not
62 notified the commission of a change in his or her e-mail
63 address.

64 3. A fine may not be assessed against a reporting person
65 the first time a full and public disclosure of financial
66 interests for which he or she is responsible for filing is not
67 timely filed if the full and public disclosure of financial
68 interests was filed before the reporting person accrued the
69 maximum automatic fine for that filing year and the reporting
70 person has not previously received a waiver of an automatic fine
71 pursuant to this subparagraph or s. 112.3145(8)(f)3. The
72 automatic fine shall be assessed; however, if the reporting
73 person has in a previous year accrued the maximum automatic fine
74 pursuant to this subparagraph or s. 112.3145(8)(f), or if he or
75 she has previously received a waiver of an automatic fine

76 pursuant to this subparagraph or s. 112.3145(8)(f)3. This
 77 subparagraph applies to fines that began to accrue pursuant to
 78 this paragraph after September 1, 2026.

79 **Section 2. Paragraph (f) of subsection (8) of section**
 80 **112.3145, Florida Statutes, is amended to read:**

81 112.3145 Disclosure of financial interests and clients
 82 represented before agencies.—

83 (8) Beginning January 1, 2024, forms for compliance with
 84 the disclosure requirements of this section and a current list
 85 of persons subject to disclosure must be created by the
 86 commission. The commission shall allow a filer to include
 87 attachments or other supporting documentation when filing a
 88 disclosure. Beginning January 1, 2024, the commission shall give
 89 notice of disclosure deadlines, delinquencies, and instructions
 90 in the following manner:

91 (f) Except as provided in subparagraph 3., a ~~Any~~ person
 92 required to file a statement of financial interests whose name
 93 is on the commission's list, and to whom notice has been sent,
 94 but who fails to timely file is assessed a fine of \$25 per day
 95 for each day late up to a maximum of \$1,500; however, this
 96 \$1,500 limitation on automatic fines does not limit the civil
 97 penalty that may be imposed if the statement is filed more than
 98 60 days after the deadline and a complaint is filed, as provided
 99 in s. 112.324. The commission must provide by rule the grounds
 100 for waiving the fine and procedures by which each person whose

101 name is on the list and who is determined to have not filed in a
102 timely manner will be notified of assessed fines and may appeal.
103 The rule must provide for and make specific that the amount of
104 the fine is based upon the date and time that the disclosure is
105 filed on the electronic filing system as provided in s.
106 112.31446.

107 1. Beginning January 1, 2024, for a specified state
108 employee, state officer, or local officer, upon receipt of the
109 disclosure statement by the commission or upon accrual of the
110 maximum penalty, whichever occurs first, the commission shall
111 determine the amount of the fine which is due and shall notify
112 the delinquent person. The notice must include an explanation of
113 the appeal procedure under subparagraph 2. The fine must be paid
114 within 30 days after the notice of payment due is transmitted,
115 unless appeal is made to the commission pursuant to subparagraph
116 2. The moneys are to be deposited into the General Revenue Fund.

117 2. Any reporting person may appeal or dispute a fine,
118 based upon unusual circumstances surrounding the failure to file
119 on the designated due date, and may request and is entitled to a
120 hearing before the commission, which may waive the fine in whole
121 or in part for good cause shown. Any such request must be in
122 writing and received by the commission within 30 days after the
123 notice of payment due is transmitted. In such a case, the
124 reporting person must, within the 30-day period, notify the
125 person designated to review the timeliness of reports in writing

126 of his or her intention to bring the matter before the
127 commission. For purposes of this subparagraph, the term "unusual
128 circumstances" does not include the failure to monitor an e-mail
129 account or failure to receive notice if the person has not
130 notified the commission of a change in his or her e-mail
131 address.

132 3. A fine may not be assessed against a reporting person
133 the first time a statement of financial interests for which he
134 or she is responsible for filing is not timely filed if the
135 statement of financial interests was filed before the reporting
136 person accrued the maximum automatic fine for that filing year
137 and the reporting person has not previously received a waiver of
138 an automatic fine pursuant to this subparagraph or s.
139 112.3144(8)(f)3. The automatic fine shall be assessed; however,
140 if the reporting person has in a previous year accrued the
141 maximum automatic fine pursuant to this subparagraph or s.
142 112.3144(8)(f), or if he or she previously received a waiver of
143 an automatic fine pursuant to this subparagraph or s.
144 112.3144(8)(f)3. This subparagraph applies to fines that began
145 to accrue pursuant to this paragraph after September 1, 2026.

146 **Section 3.** This act shall take effect upon becoming a law.

By Senator Rodriguez

40-01511A-26

20261546__

1 A bill to be entitled
2 An act relating to public records; amending s.
3 119.071, F.S.; providing an exemption from public
4 records requirements for the personal identifying and
5 location information of current and former employees
6 and commissioners of the Commission on Ethics and
7 their spouses and dependents; providing for future
8 legislative review and repeal of the exemption;
9 providing for retroactive application of the
10 exemption; providing a statement of public necessity;
11 providing an effective date.

12
13 Be It Enacted by the Legislature of the State of Florida:

14
15 Section 1. Paragraph (d) of subsection (4) of section
16 119.071, Florida Statutes, is amended to read:

17 119.071 General exemptions from inspection or copying of
18 public records.—

19 (4) AGENCY PERSONNEL INFORMATION.—

20 (d)1. For purposes of this paragraph, the term:

21 a. "Home addresses" means the dwelling location at which an
22 individual resides and includes the physical address, mailing
23 address, street address, parcel identification number, plot
24 identification number, legal property description, neighborhood
25 name and lot number, GPS coordinates, and any other descriptive
26 property information that may reveal the home address.

27 b. "Judicial assistant" means a court employee assigned to
28 the following class codes: 8140, 8150, 8310, and 8320.

29 c. "Telephone numbers" includes home telephone numbers,

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30 personal cellular telephone numbers, personal pager telephone
31 numbers, and telephone numbers associated with personal
32 communications devices.

33 2.a. The home addresses, telephone numbers, dates of birth,
34 and photographs of active or former sworn law enforcement
35 personnel or of active or former civilian personnel employed by
36 a law enforcement agency, including correctional and
37 correctional probation officers, personnel of the Department of
38 Children and Families whose duties include the investigation of
39 abuse, neglect, exploitation, fraud, theft, or other criminal
40 activities, personnel of the Department of Health whose duties
41 are to support the investigation of child abuse or neglect, and
42 personnel of the Department of Revenue or local governments
43 whose responsibilities include revenue collection and
44 enforcement or child support enforcement; the names, home
45 addresses, telephone numbers, photographs, dates of birth, and
46 places of employment of the spouses and children of such
47 personnel; and the names and locations of schools and day care
48 facilities attended by the children of such personnel are exempt
49 from s. 119.07(1) and s. 24(a), Art. I of the State
50 Constitution.

51 b. The home addresses, telephone numbers, dates of birth,
52 and photographs of current or former nonsworn investigative
53 personnel of the Department of Financial Services whose duties
54 include the investigation of fraud, theft, workers' compensation
55 coverage requirements and compliance, other related criminal
56 activities, or state regulatory requirement violations; the
57 names, home addresses, telephone numbers, dates of birth, and
58 places of employment of the spouses and children of such

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59 personnel; and the names and locations of schools and day care
60 facilities attended by the children of such personnel are exempt
61 from s. 119.07(1) and s. 24(a), Art. I of the State
62 Constitution.

63 c. The home addresses, telephone numbers, dates of birth,
64 and photographs of current or former nonsworn investigative
65 personnel of the Office of Financial Regulation's Bureau of
66 Financial Investigations whose duties include the investigation
67 of fraud, theft, other related criminal activities, or state
68 regulatory requirement violations; the names, home addresses,
69 telephone numbers, dates of birth, and places of employment of
70 the spouses and children of such personnel; and the names and
71 locations of schools and day care facilities attended by the
72 children of such personnel are exempt from s. 119.07(1) and s.
73 24(a), Art. I of the State Constitution.

74 d. The home addresses, telephone numbers, dates of birth,
75 and photographs of current or former firefighters certified in
76 compliance with s. 633.408; the names, home addresses, telephone
77 numbers, photographs, dates of birth, and places of employment
78 of the spouses and children of such firefighters; and the names
79 and locations of schools and day care facilities attended by the
80 children of such firefighters are exempt from s. 119.07(1) and
81 s. 24(a), Art. I of the State Constitution.

82 e. The home addresses, dates of birth, and telephone
83 numbers of current or former justices of the Supreme Court,
84 district court of appeal judges, circuit court judges, and
85 county court judges and current judicial assistants; the names,
86 home addresses, telephone numbers, dates of birth, and places of
87 employment of the spouses and children of current or former

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88 justices and judges and current judicial assistants; and the
89 names and locations of schools and day care facilities attended
90 by the children of current or former justices and judges and of
91 current judicial assistants are exempt from s. 119.07(1) and s.
92 24(a), Art. I of the State Constitution. This sub-subparagraph
93 is subject to the Open Government Sunset Review Act in
94 accordance with s. 119.15 and shall stand repealed on October 2,
95 2028, unless reviewed and saved from repeal through reenactment
96 by the Legislature.

97 f. The home addresses, telephone numbers, dates of birth,
98 and photographs of current or former state attorneys, assistant
99 state attorneys, statewide prosecutors, or assistant statewide
100 prosecutors; the names, home addresses, telephone numbers,
101 photographs, dates of birth, and places of employment of the
102 spouses and children of current or former state attorneys,
103 assistant state attorneys, statewide prosecutors, or assistant
104 statewide prosecutors; and the names and locations of schools
105 and day care facilities attended by the children of current or
106 former state attorneys, assistant state attorneys, statewide
107 prosecutors, or assistant statewide prosecutors are exempt from
108 s. 119.07(1) and s. 24(a), Art. I of the State Constitution.

109 g. The home addresses, dates of birth, and telephone
110 numbers of general magistrates, special magistrates, judges of
111 compensation claims, administrative law judges of the Division
112 of Administrative Hearings, and child support enforcement
113 hearing officers; the names, home addresses, telephone numbers,
114 dates of birth, and places of employment of the spouses and
115 children of general magistrates, special magistrates, judges of
116 compensation claims, administrative law judges of the Division

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117 of Administrative Hearings, and child support enforcement
118 hearing officers; and the names and locations of schools and day
119 care facilities attended by the children of general magistrates,
120 special magistrates, judges of compensation claims,
121 administrative law judges of the Division of Administrative
122 Hearings, and child support enforcement hearing officers are
123 exempt from s. 119.07(1) and s. 24(a), Art. I of the State
124 Constitution.

125 h. The home addresses, telephone numbers, dates of birth,
126 and photographs of current or former human resource, labor
127 relations, or employee relations directors, assistant directors,
128 managers, or assistant managers of any local government agency
129 or water management district whose duties include hiring and
130 firing employees, labor contract negotiation, administration, or
131 other personnel-related duties; the names, home addresses,
132 telephone numbers, dates of birth, and places of employment of
133 the spouses and children of such personnel; and the names and
134 locations of schools and day care facilities attended by the
135 children of such personnel are exempt from s. 119.07(1) and s.
136 24(a), Art. I of the State Constitution.

137 i. The home addresses, telephone numbers, dates of birth,
138 and photographs of current or former code enforcement officers;
139 the names, home addresses, telephone numbers, dates of birth,
140 and places of employment of the spouses and children of such
141 personnel; and the names and locations of schools and day care
142 facilities attended by the children of such personnel are exempt
143 from s. 119.07(1) and s. 24(a), Art. I of the State
144 Constitution.

145 j. The home addresses, telephone numbers, places of

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146 employment, dates of birth, and photographs of current or former
147 guardians ad litem, as defined in s. 39.01; the names, home
148 addresses, telephone numbers, dates of birth, and places of
149 employment of the spouses and children of such persons; and the
150 names and locations of schools and day care facilities attended
151 by the children of such persons are exempt from s. 119.07(1) and
152 s. 24(a), Art. I of the State Constitution.

153 k. The home addresses, telephone numbers, dates of birth,
154 and photographs of current or former juvenile probation
155 officers, juvenile probation supervisors, detention
156 superintendents, assistant detention superintendents, juvenile
157 justice detention officers I and II, juvenile justice detention
158 officer supervisors, juvenile justice residential officers,
159 juvenile justice residential officer supervisors I and II,
160 juvenile justice counselors, juvenile justice counselor
161 supervisors, human services counselor administrators, senior
162 human services counselor administrators, rehabilitation
163 therapists, and social services counselors of the Department of
164 Juvenile Justice; the names, home addresses, telephone numbers,
165 dates of birth, and places of employment of spouses and children
166 of such personnel; and the names and locations of schools and
167 day care facilities attended by the children of such personnel
168 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State
169 Constitution.

170 l. The home addresses, telephone numbers, dates of birth,
171 and photographs of current or former public defenders, assistant
172 public defenders, criminal conflict and civil regional counsel,
173 and assistant criminal conflict and civil regional counsel; the
174 names, home addresses, telephone numbers, dates of birth, and

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175 places of employment of the spouses and children of current or
176 former public defenders, assistant public defenders, criminal
177 conflict and civil regional counsel, and assistant criminal
178 conflict and civil regional counsel; and the names and locations
179 of schools and day care facilities attended by the children of
180 current or former public defenders, assistant public defenders,
181 criminal conflict and civil regional counsel, and assistant
182 criminal conflict and civil regional counsel are exempt from s.
183 119.07(1) and s. 24(a), Art. I of the State Constitution.

184 m. The home addresses, telephone numbers, dates of birth,
185 and photographs of current or former investigators or inspectors
186 of the Department of Business and Professional Regulation; the
187 names, home addresses, telephone numbers, dates of birth, and
188 places of employment of the spouses and children of such current
189 or former investigators and inspectors; and the names and
190 locations of schools and day care facilities attended by the
191 children of such current or former investigators and inspectors
192 are exempt from s. 119.07(1) and s. 24(a), Art. I of the State
193 Constitution.

194 n. The home addresses, telephone numbers, and dates of
195 birth of county tax collectors; the names, home addresses,
196 telephone numbers, dates of birth, and places of employment of
197 the spouses and children of such tax collectors; and the names
198 and locations of schools and day care facilities attended by the
199 children of such tax collectors are exempt from s. 119.07(1) and
200 s. 24(a), Art. I of the State Constitution.

201 o. The home addresses, telephone numbers, dates of birth,
202 and photographs of current or former personnel of the Department
203 of Health whose duties include, or result in, the determination

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204 or adjudication of eligibility for social security disability
205 benefits, the investigation or prosecution of complaints filed
206 against health care practitioners, or the inspection of health
207 care practitioners or health care facilities licensed by the
208 Department of Health; the names, home addresses, telephone
209 numbers, dates of birth, and places of employment of the spouses
210 and children of such personnel; and the names and locations of
211 schools and day care facilities attended by the children of such
212 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of
213 the State Constitution.

214 p. The home addresses, telephone numbers, dates of birth,
215 and photographs of current or former impaired practitioner
216 consultants who are retained by an agency or current or former
217 employees of an impaired practitioner consultant whose duties
218 result in a determination of a person's skill and safety to
219 practice a licensed profession; the names, home addresses,
220 telephone numbers, dates of birth, and places of employment of
221 the spouses and children of such consultants or their employees;
222 and the names and locations of schools and day care facilities
223 attended by the children of such consultants or employees are
224 exempt from s. 119.07(1) and s. 24(a), Art. I of the State
225 Constitution.

226 q. The home addresses, telephone numbers, dates of birth,
227 and photographs of current or former emergency medical
228 technicians or paramedics certified under chapter 401; the
229 names, home addresses, telephone numbers, dates of birth, and
230 places of employment of the spouses and children of such
231 emergency medical technicians or paramedics; and the names and
232 locations of schools and day care facilities attended by the

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233 children of such emergency medical technicians or paramedics are
234 exempt from s. 119.07(1) and s. 24(a), Art. I of the State
235 Constitution.

236 r. The home addresses, telephone numbers, dates of birth,
237 and photographs of current or former personnel employed in an
238 agency's office of inspector general or internal audit
239 department whose duties include auditing or investigating waste,
240 fraud, abuse, theft, exploitation, or other activities that
241 could lead to criminal prosecution or administrative discipline;
242 the names, home addresses, telephone numbers, dates of birth,
243 and places of employment of spouses and children of such
244 personnel; and the names and locations of schools and day care
245 facilities attended by the children of such personnel are exempt
246 from s. 119.07(1) and s. 24(a), Art. I of the State
247 Constitution.

248 s. The home addresses, telephone numbers, dates of birth,
249 and photographs of current or former directors, managers,
250 supervisors, nurses, and clinical employees of an addiction
251 treatment facility; the home addresses, telephone numbers,
252 photographs, dates of birth, and places of employment of the
253 spouses and children of such personnel; and the names and
254 locations of schools and day care facilities attended by the
255 children of such personnel are exempt from s. 119.07(1) and s.
256 24(a), Art. I of the State Constitution. For purposes of this
257 sub-subparagraph, the term "addiction treatment facility" means
258 a county government, or agency thereof, that is licensed
259 pursuant to s. 397.401 and provides substance abuse prevention,
260 intervention, or clinical treatment, including any licensed
261 service component described in s. 397.311(27).

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262 t. The home addresses, telephone numbers, dates of birth,
263 and photographs of current or former directors, managers,
264 supervisors, and clinical employees of a child advocacy center
265 that meets the standards of s. 39.3035(2) and fulfills the
266 screening requirement of s. 39.3035(3), and the members of a
267 Child Protection Team as described in s. 39.303 whose duties
268 include supporting the investigation of child abuse or sexual
269 abuse, child abandonment, child neglect, and child exploitation
270 or to provide services as part of a multidisciplinary case
271 review team; the names, home addresses, telephone numbers,
272 photographs, dates of birth, and places of employment of the
273 spouses and children of such personnel and members; and the
274 names and locations of schools and day care facilities attended
275 by the children of such personnel and members are exempt from s.
276 119.07(1) and s. 24(a), Art. I of the State Constitution.

277 u. The home addresses, telephone numbers, places of
278 employment, dates of birth, and photographs of current or former
279 staff and domestic violence advocates, as defined in s.
280 90.5036(1)(b), of domestic violence centers certified by the
281 Department of Children and Families under chapter 39; the names,
282 home addresses, telephone numbers, places of employment, dates
283 of birth, and photographs of the spouses and children of such
284 personnel; and the names and locations of schools and day care
285 facilities attended by the children of such personnel are exempt
286 from s. 119.07(1) and s. 24(a), Art. I of the State
287 Constitution.

288 v. The home addresses, telephone numbers, dates of birth,
289 and photographs of current or former inspectors or investigators
290 of the Department of Agriculture and Consumer Services; the

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291 names, home addresses, telephone numbers, dates of birth, and
292 places of employment of the spouses and children of current or
293 former inspectors or investigators; and the names and locations
294 of schools and day care facilities attended by the children of
295 current or former inspectors or investigators are exempt from s.
296 119.07(1) and s. 24(a), Art. I of the State Constitution. This
297 sub-subparagraph is subject to the Open Government Sunset Review
298 Act in accordance with s. 119.15 and shall stand repealed on
299 October 2, 2028, unless reviewed and saved from repeal through
300 reenactment by the Legislature.

301 w. The home addresses, telephone numbers, dates of birth,
302 and photographs of current county attorneys, assistant county
303 attorneys, deputy county attorneys, city attorneys, assistant
304 city attorneys, and deputy city attorneys; the names, home
305 addresses, telephone numbers, photographs, dates of birth, and
306 places of employment of the spouses and children of current
307 county attorneys, assistant county attorneys, deputy county
308 attorneys, city attorneys, assistant city attorneys, and deputy
309 city attorneys; and the names and locations of schools and day
310 care facilities attended by the children of current county
311 attorneys, assistant county attorneys, deputy county attorneys,
312 city attorneys, assistant city attorneys, and deputy city
313 attorneys are exempt from s. 119.07(1) and s. 24(a), Art. I of
314 the State Constitution. This exemption does not apply to a
315 county attorney, assistant county attorney, deputy county
316 attorney, city attorney, assistant city attorney, or deputy city
317 attorney who qualifies as a candidate for election to public
318 office. This sub-subparagraph is subject to the Open Government
319 Sunset Review Act in accordance with s. 119.15 and shall stand

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320 repealed on October 2, 2029, unless reviewed and saved from
321 repeal through reenactment by the Legislature.

322 x. The home addresses, telephone numbers, dates of birth,
323 and photographs of current or former commissioners of the
324 Florida Gaming Control Commission; the names, home addresses,
325 telephone numbers, dates of birth, photographs, and places of
326 employment of the spouses and children of such current or former
327 commissioners; and the names and locations of schools and day
328 care facilities attended by the children of such current or
329 former commissioners are exempt from s. 119.07(1) and s. 24(a),
330 Art. I of the State Constitution. This sub-subparagraph is
331 subject to the Open Government Sunset Review Act in accordance
332 with s. 119.15 and shall stand repealed on October 2, 2029,
333 unless reviewed and saved from repeal through reenactment by the
334 Legislature.

335 y. The home addresses, telephone numbers, dates of birth,
336 and photographs of current clerks of the circuit court, deputy
337 clerks of the circuit court, and clerk of the circuit court
338 personnel; the names, home addresses, telephone numbers, dates
339 of birth, and places of employment of the spouses and children
340 of current clerks of the circuit court, deputy clerks of the
341 circuit court, and clerk of the circuit court personnel; and the
342 names and locations of schools and day care facilities attended
343 by the children of current clerks of the circuit court, deputy
344 clerks of the circuit court, and clerk of the circuit court
345 personnel are exempt from s. 119.07(1) and s. 24(a), Art. I of
346 the State Constitution. This sub-subparagraph is subject to the
347 Open Government Sunset Review Act in accordance with s. 119.15
348 and shall stand repealed on October 2, 2029, unless reviewed and

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349 saved from repeal through reenactment by the Legislature.

350 z.(I) As used in this sub-subparagraph, the term:

351 (A) "Congressional member" means a person who is elected to
352 serve as a member of the United States House of Representatives
353 or is elected or appointed to serve as a member of the United
354 States Senate.

355 (B) "Partial home address" means the dwelling location at
356 which an individual resides and includes the physical address,
357 mailing address, street address, parcel identification number,
358 plot identification number, legal property description,
359 neighborhood name and lot number, GPS coordinates, and any other
360 descriptive property information that may reveal the partial
361 home address, except for the city and zip code.

362 (C) "Public officer" means a person who holds one of the
363 following offices: Governor, Lieutenant Governor, Chief
364 Financial Officer, Attorney General, Agriculture Commissioner,
365 state representative, state senator, property appraiser,
366 supervisor of elections, school superintendent, school board
367 member, mayor, city commissioner, or county commissioner.

368 (II) The following information is exempt from s. 119.07(1)
369 and s. 24(a), Art. I of the State Constitution:

370 (A) The partial home addresses of a current congressional
371 member or public officer and his or her spouse or adult child.

372 (B) The telephone numbers of a current congressional member
373 or public officer and his or her spouse or adult child.

374 (C) The name, home addresses, telephone numbers, and date
375 of birth of a minor child of a current congressional member or
376 public officer and the name and location of the school or day
377 care facility attended by the minor child.

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378 (III) This sub-subparagraph is subject to the Open
379 Government Sunset Review Act in accordance with s. 119.15 and
380 shall stand repealed on October 2, 2030, unless reviewed and
381 saved from repeal through reenactment by the Legislature.

382 aa. The home addresses, telephone numbers, and dates of
383 birth of current and former employees and commissioners of the
384 Commission on Ethics; the names, home addresses, telephone
385 numbers, dates of birth, photographs, and places of employment
386 of the spouses and children of current and former employees and
387 commissioners of the Commission on Ethics; and the names and
388 locations of schools and day care facilities attended by the
389 children of current and former employees and commissioners of
390 the Commission on Ethics are exempt from s. 119.07(1) and s.
391 24(a), Art. I of the State Constitution. This sub-subparagraph
392 is subject to the Open Government Sunset Review Act in
393 accordance with s. 119.15 and shall stand repealed on October 2,
394 2031, unless reviewed and saved from repeal through reenactment
395 by the Legislature.

396 3.a. An agency that is the custodian of the information
397 specified in subparagraph 2. and that is not the employer of the
398 officer, employee, justice, judge, or other person specified in
399 subparagraph 2. must maintain the exempt status of that
400 information only if the officer, employee, justice, judge, other
401 person, or employing agency of the designated employee submits a
402 written and notarized request for maintenance of the exemption
403 to the custodial agency. The request must state under oath the
404 statutory basis for the individual's exemption request and
405 confirm the individual's status as a party eligible for exempt
406 status.

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407 b. An agency that is the custodian of information specified
408 in sub-subparagraph 2.z. and that is not the employer of the
409 congressional member, public officer, or other person specified
410 in sub-subparagraph 2.z. must maintain the exempt status of that
411 information only if an individual requests the maintenance of an
412 exemption pursuant to sub-subparagraph 2.z. on the basis of
413 eligibility as a current congressional member or public officer
414 and his or her spouse or child submits, as part of the written
415 and notarized request required by sub-subparagraph a., the date
416 of the congressional member's or public officer's election or
417 appointment to public office, the date on which that office is
418 next subject to election, and, if applicable, the date on which
419 the current congressional member's or public officer's minor
420 child reaches the age of majority. The custodian must maintain
421 an exemption granted pursuant to sub-subparagraph 2.z. until the
422 qualifying conditions for the exemption no longer apply to the
423 person subject to the exemption.

424 4.a. A county property appraiser, as defined in s.
425 192.001(3), or a county tax collector, as defined in s.
426 192.001(4), who receives a written and notarized request for
427 maintenance of the exemption pursuant to subparagraph 3. must
428 comply by removing the name of the individual with exempt status
429 and the instrument number or Official Records book and page
430 number identifying the property with the exempt status from all
431 publicly available records maintained by the property appraiser
432 or tax collector. For written requests received on or before
433 July 1, 2021, a county property appraiser or county tax
434 collector must comply with this sub-subparagraph by October 1,
435 2021. A county property appraiser or county tax collector may

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436 not remove the street address, legal description, or other
437 information identifying real property within the agency's
438 records so long as a name or personal information otherwise
439 exempt from inspection and copying pursuant to this section is
440 not associated with the property or otherwise displayed in the
441 public records of the agency.

442 b. Any information restricted from public display,
443 inspection, or copying under sub-subparagraph a. must be
444 provided to the individual whose information was removed.

445 5. An officer, an employee, a justice, a judge, or other
446 person specified in subparagraph 2. may submit a written request
447 for the release of his or her exempt information to the
448 custodial agency. The written request must be notarized and must
449 specify the information to be released and the party authorized
450 to receive the information. Upon receipt of the written request,
451 the custodial agency must release the specified information to
452 the party authorized to receive such information.

453 6. The exemptions in this paragraph apply to information
454 held by an agency before, on, or after the effective date of the
455 exemption.

456 7. Information made exempt under this paragraph may be
457 disclosed pursuant to s. 28.2221 to a title insurer authorized
458 pursuant to s. 624.401 and its affiliates as defined in s.
459 624.10; a title insurance agent or title insurance agency as
460 defined in s. 626.841(1) or (2), respectively; or an attorney
461 duly admitted to practice law in this state and in good standing
462 with The Florida Bar.

463 8. The exempt status of a home address contained in the
464 Official Records is maintained only during the period when a

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465 protected party resides at the dwelling location. Upon
466 conveyance of real property after October 1, 2021, and when such
467 real property no longer constitutes a protected party's home
468 address as defined in sub-subparagraph 1.a., the protected party
469 must submit a written request to release the removed information
470 to the county recorder. The written request to release the
471 removed information must be notarized, must confirm that a
472 protected party's request for release is pursuant to a
473 conveyance of his or her dwelling location, and must specify the
474 Official Records book and page, instrument number, or clerk's
475 file number for each document containing the information to be
476 released.

477 9. Upon the death of a protected party as verified by a
478 certified copy of a death certificate or court order, any party
479 can request the county recorder to release a protected
480 decedent's removed information unless there is a related request
481 on file with the county recorder for continued removal of the
482 decedent's information or unless such removal is otherwise
483 prohibited by statute or by court order. The written request to
484 release the removed information upon the death of a protected
485 party must attach the certified copy of a death certificate or
486 court order and must be notarized, must confirm the request for
487 release is due to the death of a protected party, and must
488 specify the Official Records book and page number, instrument
489 number, or clerk's file number for each document containing the
490 information to be released. A fee may not be charged for the
491 release of any document pursuant to such request.

492 Section 2. The Legislature finds that it is a public
493 necessity that the home addresses, telephone numbers, and dates

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494 of birth of current or former employees and current or former
495 commissioners of the Commission on Ethics; the names, home
496 addresses, telephone numbers, dates of birth, photographs, and
497 places of employment of the spouses and children of current or
498 former employees and current or former commissioners of the
499 Commission on Ethics; and the names and locations of schools and
500 day care facilities attended by the children of current or
501 former employees and current or former commissioners of the
502 Commission on Ethics be made exempt from s. 119.07(1), Florida
503 Statutes, and s. 24(a), Article I of the State Constitution. The
504 responsibilities of the Commission on Ethics include the
505 investigation of allegations of violations of the Code of Ethics
506 for Public Officers and Employees and the Sunshine Amendment,
507 which are routinely received from members of the public and
508 political opponents of public officers and employees. If the
509 commission, after review of such complaints, does not take a
510 particular course of action against a public officer or
511 employee, dissatisfied complainants sometimes turn their ire
512 toward commission employees and commissioners. Although the
513 Commission on Ethics is a nonpartisan agency, many view the
514 commission's actions as inherently political. In an era of
515 increased political violence, the safety of commission employees
516 and commissioners, as well as their family members, is critical.
517 Employees of the commission and commissioners have been subject
518 to acts of intimidation by such dissatisfied complainants,
519 including threatening e-mails and telephone calls and threats of
520 inappropriate contact at personal residences. These acts of
521 intimidation have left commission employees and commissioners in
522 fear of harm by disgruntled complainants who seek punishment of

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523 public officers and employees by the commission for alleged
524 corrupt acts. The Legislature finds that the release of personal
525 identifying and location information of current or former
526 employees and commissioners of the Commission on Ethics and
527 their family members may place them at risk of physical harm and
528 harassment and that the risk of such harm and harassment
529 outweighs any public benefit that may be derived from the public
530 disclosure of such information.

531 Section 3. This act shall take effect July 1, 2026.