

## **2026 Legislative Bills to Watch: (1/8/2026)**

### **BILLS BEING TRACKED:**

#### **HOUSE:**

|   |  |  |
|---|--|--|
| HB 139 Maney<br>Compare SB 92 Gaetz<br>Adverse Personnel Actions and Ethics Complaints; Whistleblower protections for ethics complainants   | HB 6011 Benarroch<br>Similar SB 964 Wright<br>Reporting the Receipt of Gifts or Honoraria (Form 10 filing location)  | HB 593 Andrade<br>Similar SB 802 Mayfield<br>Compare HB 701 Conerly<br>Compare SB 1120 Brodeur<br>Governmental Agencies & Personnel; Prohibitions re state settlements and direction of funds; extends expenditure ban to water management districts; other agency-related matters |
| HB 4061 Owen<br>Creates Hillsborough County Land Reserve Stewardship Dist; provides it is not a conflict or abuse of position under Ch. 112 for a board mbr, district mgr, or other district employee to be a stakeholder, officer, or employee of a landowner or an entity affiliated with a landowner | HB 603 Lopéz<br>Identical SB 572 Harrell<br>Ethics for Public Officers & Employees; revises definition of relative to include foster parents and foster children | HB 701 Conerly<br>Identical SB 1120 Brodeur<br>Compare HB 593 Andrade<br>Compare SB 802 Mayfield<br>Water Management Districts (WMD); extends expenditure ban to certain WMD officials and requires COE to investigate such complaints and provide report to Governor              |
| HB 905 Persons-Mullicka & Owen<br>Similar SB 1178 Grall<br>Foreign Influence; prohibits specified persons from soliciting or accepting anything of value from foreign country of concern & design foreign terrorist orgs; requires Commission on Ethics to adopt certain rules by specified date        | HB 1073 Koster<br>Includes school district boards' public officers and employees in 112.3135 (nepotism)  |  |
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**SENATE:**

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| SB 92 Gaetz<br>Compare HB 139 Maney<br>Employee Protections; prohibits agencies and independent contractors from taking certain actions vs employees or certain persons for disclosing certain info to FCOE; protections for certain complainants/participants in investigations                 | SB 572 Harrell<br>Identical HB 603 Lopéz<br>Ethics for public employees; revises definition of relative to include foster parents and foster children  | SB 964 Wright<br>Similar HB 6011<br>Reporting the Receipt of Gifts or Honoraria (Form 10 filing location)                                  |
| SB 1120 Brodeur<br>Identical HB 701 Conerly<br>Compare HB 593 Andrade<br>Water Management Districts (WMD); extends expenditure ban to WMD and requires COE to investigate such complaints and provide report to Governor   | SB 802 Mayfield<br>Similar HB 593 Andrade<br>Compare HB 701 Conerly<br>Compare SB 1120 Brodeur<br>Public Officers & Employees; Citizenship requirements on certain public officers; requires COE to investigate prohibited expenditures of certain WMD officials | SB 964 Wright<br>Similar HB 6011 Benarroch<br>Financial Disclosures; Reporting the Receipt of Gifts or Honoraria (Form 10 filing location) |
| SB 1178 Grall<br>Similar HB 905 Persons-Mullicka & Owen<br>Foreign Influence; prohibits specified persons from soliciting or accepting anything of value from foreign country of concern & design foreign terrorist orgs; requires Commission on Ethics to adopt certain rules by specified date |  |  |
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## **HOUSE BILLS:**

### **HB 139: Adverse Personnel Actions and Ethics Complaints General Bill by Maney**

Adverse Personnel Actions and Ethics Complaints; Prohibits agencies & independent contractors from taking specified actions against employees for disclosing certain information to Commission on Ethics; requires that information disclosed include specified violations or alleged violations; requires disclosure of specified information to commission; provides that specified provisions protect employees & persons who submit written complaints to commission or provide information to investigator during investigation of complaint; authorizes certain employees or applicants for employment to file complaints in accordance with specified provisions; authorizes such employees or applicants to pursue specified administrative remedy or civil action within specified timeframe; authorizes local public employees to file complaint with appropriate local governmental authority; specifies requirements for administrative procedures created by local governmental authorities; authorizes such employee to bring civil actions in court of competent jurisdiction under specified conditions; requires specified relief; provides that it is affirmative defense to certain actions that adverse personnel action was predicated on grounds other than exercising of certain protected rights; requires commission to deliver complaints & any amendment thereto to agency conducting certain investigation, upon agency's written request; requires commission to deliver complaints & any amendment thereto to certain persons upon notarized written request.

**Effective Date:** 7/1/2026

|            |       |  |
|------------|-------|--|
| 10/9/2025  | HOUSE | Filed  |
| 10/21/2025 | H     | Referred to Government Operations Subcommittee |
|            |       | Referred to Rules & Ethics Committee           |
|            |       | Referred to State Affairs Committee            |
|            |       | Now in Government Operations Subcommittee      |

### **HB 6011: Reporting the Receipt of Gifts or Honoraria**

GENERAL BILL by Benaroch

Reporting the Receipt of Gifts or Honoraria; Provides that all annual reports shall be filed with Commission on Ethics by specified date.

**Effective Date:** 7/1/2026

|            |       |                                      |
|------------|-------|--------------------------------------|
| 11/19/2025 | HOUSE | Filed                                |
| 11/24/2025 | H     | Referred to Rules & Ethics Committee |
|            | H     | Referred to State Affairs Committee  |
|            | H     | Now in Rules & Ethics Committee      |

### **HB 593: Governmental Agencies and Personnel**

GENERAL BILL by Andrade

Governmental Agencies and Personnel ; Prohibits state agency or officer from directing funds offered to state to third party as condition of settlement; provides that state agency or officer must provide written notification of terms of settlement to Legislature & Attorney General within specified time; prohibits authorization or approval of reimbursements for travel expenses to & from person's residence & his or her headquarters for specified positions; requires that official headquarters for specified positions be city or town in which department's official headquarters is located; prohibits persons serving in specified positions from being reimbursed for certain travel expenses; prohibits lobbyist or principal from making, & prohibiting district governing board member, executive director, or any district employee who qualifies as local

officer from accepting, any expenditure; removes provision prohibiting state residency requirements for university board members.

**Effective Date:** 7/1/2026

12/2/2025     HOUSE     Filed

12/12/2025     H     Referred to Government Operations Subcommittee

Referred to State Affairs Committee

Now in Government Operations Subcommittee

### **HB 4061: Hillsborough County**

LOCAL BILL by Owen

Hillsborough County; Creates Land Reserve Stewardship District; establishes compliance with minimum requirements for creation of independent special district; establishes legal boundaries of district; provides for jurisdiction & charter & governing board; provides method for transition of board from landowner control to control by resident electors of district; provides for district manager, district employees, district treasurer, selection of public depository, & district budgets & financial reports; provides general powers of district; provides special powers of district to plan, finance, & provide community infrastructure & services within district; provides for bonds, borrowing, trust agreements, future ad valorem taxation, special assessments, issuance of certificates of indebtedness & tax liens; provides requirements for termination, contraction, or expansion of district; authorizes mergers; provides for required notices to purchasers of residential units within district; provides for referendum.

**Effective Date:** upon express approval by a majority vote of those qualified electors of the Land Reserve Stewardship District

1/5/2026     HOUSE     Filed

### **HB 603: Ethics for Public Employees**

GENERAL BILL by López, J.; (CO-INTRODUCERS) Campbell

Ethics for Public Employees; Revises definition of term "relative" to include foster parents & foster children.

**Effective Date:** 7/1/2026

12/2/2025     HOUSE     Filed

12/12/2025     H     Referred to Government Operations Subcommittee

Referred to Rules & Ethics Committee

Referred to State Affairs Committee

Now in Government Operations Subcommittee

### **HB 701: Water Management Districts**

GENERAL BILL by Conerly

Water Management Districts; Requires Commission on Ethics to investigate lobbyist or principal who has made prohibited expenditure & to provide Governor with report of its findings & recommendations regarding such investigation; prohibits certain persons from making or accepting expenditures; requires South Florida Water Management District, in cooperation with DEP, to provide detailed report that includes total estimated remaining cost of implementation of Comprehensive Everglades Restoration Plan & status of applicable performance indicators for all project components; requires South Florida Ecosystem Restoration Task Force to identify certain sources of funding; authorizes water management districts to levy certain ad valorem taxes on specified property for certain purposes; requires district governing board levying ad valorem taxes for certain projects to adopt resolution approved by majority vote of voting electors in district or basin; requires that water management district's tentative budget for its

proposed operations & funding requirements include district's capital improvement plan for current year & next fiscal year; requires that certain projects submitted by water management districts to department for Statewide Flooding & Sea Level Rise Resilience Plan be ranked on separate list; revises list of information that must be submitted by department for each project.

**Effective Date:** 7/1/2026

|            |       |  |
|------------|-------|--|
| 12/9/2025  | HOUSE | Filed  |
| 12/16/2025 | H     | Referred to Natural Resources & Disasters Subcommittee |
|            |       | Referred to Ways & Means Committee                     |
|            |       | Referred to State Affairs Committee                    |
|            |       | Now in Natural Resources & Disasters Subcommittee      |

### **HB 905: Foreign Influence**

GENERAL BILL by Persons-Mulicka ; (CO-INTRODUCERS) Owen Foreign Influence; Requires agents of foreign principals & foreign-supported political organizations to register with Division of Elections; provides registration requirements; requires periodic updates by such agents & organizations; requires foreign supported political organizations to register with division on specified form created by division within specified timeframe; provides requirements for such forms; prohibits specified persons from soliciting or accepting anything of value from foreign country of concern; requires Commission on Ethics to adopt certain rules by specified date; prohibits certain activities encouraging affiliations with foreign countries of concern; requires Department of Commerce to publish & update certain information on its website; removes Florida-China Institute from list of linkage institutes; prohibits linkage institute from entering into agreement or participating in activity with foreign country of concern; requires certain agreements to be terminated by specified date; prohibits certain entities with access to critical infrastructure facilities from entering into certain contracts with foreign principals; etc.

**Effective Date:** 7/1/2026

|            |       |  |
|------------|-------|--|
| 12/23/2025 | HOUSE | Filed  |
| 1/5/2026   | H     | Referred to Government Operations Subcommittee |
|            |       | Referred to Judiciary Committee                |
|            |       | Referred to Commerce Committee                 |
|            |       | Referred to State Affairs Committee            |
|            |       | Now in Government Operations Subcommittee      |

### **HB 1073: School Districts**

GENERAL BILL by Koster

School Districts; Provides members of district school board with specified rights; provides that district school board has power to approve additional attorney to be employed by school district; provides requirements for such approval; requires school officers to receive specified training; requires that full line-item budget items be posted on school district's website; provides that school district employee may not be required or incentivized to sign nondisclosure agreement or confidentiality agreement.

**Effective Date:** 7/1/2026

|          |       |       |
|----------|-------|-------|
| 1/6/2026 | HOUSE | Filed |
|----------|-------|-------|

## **SENATE BILLS:**

### **SB 92: Employee Protections**

GENERAL BILL by Gaetz

Employee Protections; Prohibiting agencies and independent contractors from taking specified actions against employees or certain persons for disclosing certain information to the Commission on Ethics; requiring that information disclosed include specified violations or alleged violations; providing that specified provisions protect employees and persons who submit written complaints to the commission or provide information to an investigator during an investigation of a complaint or referral, etc.

**Effective Date:** 7/1/2026

|            |        |  |
|------------|--------|--|
| 9/29/2025  | SENATE | Filed  |
| 10/13/2025 | S      | Referred to Governmental Oversight and Accountability; Ethics and Elections; Rules                       |
| 12/1/2025  | S      | On Committee agenda-- Governmental Oversight and Accountability, 12/09/25, 10:00 am, 110 Senate Building |
| 12/9/2025  | S      | CS by Governmental Oversight and Acct; YEAS 8 NAYS 0   |
| 12/11/2025 | S      | Pending reference review under Rule 4.7(2) - (Committee Substitute)                                      |
|            |        | Now in Ethics and Elections  |

### **SB 572: Ethics for Public Employees**

GENERAL BILL by Harrell

Ethics for Public Employees; Revising the definition of the term “relative” to include foster parents and foster children, etc.

**Effective Date:** 7/1/2026

|            |        |  |
|------------|--------|--|
| 11/18/2025 | SENATE | Filed  |
| 12/9/2025  | S      | Referred to Ethics and Elections; Governmental Oversight and Accountability; Rules |

### **SB 964: Financial Disclosures**

GENERAL BILL by Wright

Financial Disclosures; Requiring reporting individuals and procurement employees to file annual reports listing certain gifts with the Commission on Ethics instead of with the required financial disclosure statement; requiring such individuals and employees who have left office or employment within a specified timeframe to file the annual report with the commission instead of at the same location as their financial disclosure statement; requiring reporting individuals and procurement employees to disclose the name, address, and affiliation of a person providing specified honorarium expenses with the commission instead of with the required financial disclosure statement, etc.

**Effective Date:** Upon becoming a law

|            |        |  |
|------------|--------|--|
| 12/18/2025 | SENATE | Filed  |
| 1/7/2026   | S      | Referred to Ethics and Elections; Governmental Oversight and Accountability; Rules |

### **SB 1120: Water Management Districts**

GENERAL BILL by Brodeur

Water Management Districts; Requiring the Commission on Ethics to investigate a lobbyist or principal who has made a prohibited expenditure and to provide the Governor with a report of its

findings and recommendations regarding such investigation; requiring the South Florida Water Management District, in cooperation with the Department of Environmental Protection, to provide a detailed report that includes the total estimated remaining cost of implementation of the Comprehensive Everglades Restoration Plan and the status of applicable performance indicators for all project components; authorizing water management districts to levy certain ad valorem taxes on specified property for certain purposes; requiring that the preliminary budget for each water management district include a section that contains the district's capital improvement plan for the current fiscal year and the next fiscal year, etc.

**Effective Date:** 7/1/2026

1/5/2026 SENATE Filed

### **SB 802: Public Officers and Employees**

GENERAL BILL by Mayfield

Public Officers and Employees; Requiring that, beginning on a specified date, secretaries and executive directors of departments, chief administrative officers of certain units of state government, members of commissions and licensing boards, chairs of governing boards or certain chief executives of certain statewide entities, or any persons appointed to hold state office in the executive branch of state government be United States citizens and residents of this state; providing that such an office is automatically deemed vacant if the person holding that office does not meet certain requirements; requiring the Commission on Ethics to investigate certain lobbyists or principals who make prohibited expenditures, etc.

**Effective Date:** 7/1/2026

12/9/2025 SENATE Filed

12/16/2025 S Referred to Governmental Oversight and Accountability; Appropriations Committee on Agriculture, Environment, and General Government; Rules

### **SB 964: Financial Disclosures**

GENERAL BILL by Wright

Financial Disclosures; Requiring reporting individuals and procurement employees to file annual reports listing certain gifts with the Commission on Ethics instead of with the required financial disclosure statement; requiring such individuals and employees who have left office or employment within a specified timeframe to file the annual report with the commission instead of at the same location as their financial disclosure statement; requiring reporting individuals and procurement employees to disclose the name, address, and affiliation of a person providing specified honorarium expenses with the commission instead of with the required financial disclosure statement, etc.

**Effective Date:** Upon becoming a law

12/18/2025 SENATE Filed

1/7/2026 S Referred to Ethics and Elections; Governmental Oversight and Accountability; Rules

**SB 1178: Foreign Influence**

GENERAL BILL by Grall

Foreign Influence; Requiring agents of foreign countries of concern and foreign-supported political organizations to register with the Division of Elections; requiring periodic updates by such agents and organizations; defining the terms “designated foreign terrorist organization” and “foreign country of concern”; prohibiting a governmental entity from entering into certain contracts with certain entities owned or partially owned by foreign sources of concern or affiliated with a foreign country of concern, etc.

**Effective Date:** 7/1/2026

1/6/2026 SENATE Filed

A bill to be entitled

An act relating to adverse personnel actions and ethics complaints; creating s. 112.3242, F.S.; providing legislative intent; defining terms; prohibiting agencies and independent contractors from taking specified actions against employees or certain persons for disclosing certain information to the Commission on Ethics; providing applicability; requiring that information disclosed include specified violations or alleged violations; requiring disclosure of specified information to the commission under specified circumstances; providing that specified provisions protect employees and persons who submit written complaints to the commission or provide information to an investigator during an investigation of a complaint or referral; providing applicability; authorizing certain employees or applicants for employment to file complaints in accordance with specified provisions; authorizing such employees or applicants to pursue a specified administrative remedy or a civil action within a specified timeframe; defining the term "local governmental authority"; authorizing local public employees to file a complaint with the appropriate local governmental authority 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.

51  
52 Be It Enacted by the Legislature of the State of Florida:

53  
54 **Section 1. Section 112.3242, Florida Statutes, is created**  
55 **to read:**

56 112.3242 Adverse action against employee for disclosing  
57 information of specified nature to the Commission on Ethics  
58 prohibited; employee remedy and relief.-

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

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

73 (a) "Adverse personnel action" means the discharge,  
74 suspension, transfer, or demotion of any employee or the  
75 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

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

585-01751-26

202692c1

A bill to be entitled

An act relating to employee protections; amending s. 112.313, F.S.; defining terms; providing that public officers, public employees, and local government attorneys commit a breach of the public trust when they initiate adverse personnel actions against specified agency employees or independent contractors under certain circumstances; providing construction; creating s. 112.3242, F.S.; providing legislative intent; defining terms; prohibiting agencies and independent contractors from taking specified actions against employees or certain persons for disclosing certain information to the Commission on Ethics; providing applicability; requiring that information disclosed include specified violations or alleged violations; requiring disclosure of specified information to the commission under specified circumstances; providing that specified provisions protect employees and persons who submit written complaints to the commission or provide information to an investigator during an investigation of a complaint or referral; providing applicability; authorizing certain employees or applicants for employment to file complaints in accordance with specified provisions; authorizing certain complainants to pursue a specified administrative remedy or a civil action within a specified timeframe; requiring specified relief; providing applicability; providing that it is an affirmative defense to certain actions that the

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adverse personnel action was predicated on grounds other than the exercising of certain protected rights; providing construction; amending s. 112.324, F.S.; requiring the Commission on Ethics to deliver copies of complaints and any amendment thereto to the Public Employees Relations Commission upon receiving a written request from the agency; providing that such delivery does not affect specified exemptions in regard to the complaint and amendments; requiring that such delivery be within a reasonable timeframe; requiring that the Commission on Ethics redact certain information under specified conditions; requiring the commission to deliver complaints and any amendment thereto to certain persons upon a notarized written request; providing that such delivery does not affect the specified exemptions of the complaint; requiring that such delivery be within a reasonable timeframe; requiring that the commission redact certain information under specified conditions; creating s. 112.3243, F.S.; authorizing certain employees to file a complaint with the commission within a specified timeframe; requiring that the commission acknowledge receipt of such complaint and provide copies of the complaint and any other information to the agency head or independent contractor within a specified timeframe; requiring the commission to conduct informal fact-finding regarding legally sufficient complaints and provide, within a specified timeframe, 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.

HB 6011

2026

A bill to be entitled

An act relating to reporting the receipt of gifts or honoraria; amending s. 112.3148, F.S.; providing that all annual reports shall be filed with the Commission on Ethics by a specified date; amending s. 112.3149, F.S.; conforming provisions to changes made by the act; providing an effective date.

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

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

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

(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

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2026

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 Senator Wright

8-00912-26

2026964

A bill to be entitled

An act relating to financial disclosures; amending s. 112.3148, F.S.; requiring reporting individuals and procurement employees to file annual reports listing certain gifts with the Commission on Ethics instead of with the required financial disclosure statement; requiring such individuals and employees who have left office or employment within a specified timeframe to file the annual report with the commission instead of at the same location as their financial disclosure statement; amending s. 112.3149, F.S.; requiring reporting individuals and procurement employees to disclose the name, address, and affiliation of a person providing specified honorarium expenses with the commission instead of with the required financial disclosure statement; requiring such individuals and employees who have left office or employment within a specified timeframe to file the annual statement with the commission instead of at the same location as their financial disclosure statement; providing an effective date.

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

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

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

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30 (6)

31 (d) No later than July 1 of each year, each reporting  
32 individual or procurement employee shall file a statement  
33 listing each gift having a value in excess of \$100 received by  
34 the reporting individual or procurement employee, either  
35 directly or indirectly, from a governmental entity or a direct-  
36 support organization specifically authorized by law to support a  
37 governmental entity. The statement shall list the name of the  
38 person providing the gift, a description of the gift, the date  
39 or dates on which the gift was given, and the value of the total  
40 gifts given during the calendar year for which the report is  
41 made. The reporting individual or procurement employee shall  
42 attach to the statement any report received by him or her in  
43 accordance with paragraph (c), which report shall become a  
44 public record when filed with the statement of the reporting  
45 individual or procurement employee. The reporting individual or  
46 procurement employee may explain any differences between the  
47 report of the reporting individual or procurement employee and  
48 the attached reports. The annual report ~~filed by a reporting~~  
49 ~~individual shall be filed with the financial disclosure~~  
50 ~~statement required by either s. 8, Art. II of the State~~  
51 ~~Constitution or s. 112.3145, as applicable to the reporting~~  
52 ~~individual. The annual report filed by a procurement employee~~  
53 shall be filed with the Commission on Ethics. The report filed  
54 by a reporting individual or procurement employee who left  
55 office or employment during the calendar year covered by the  
56 report shall be filed with the Commission on Ethics by July 1 of  
57 the year after leaving office or employment ~~at the same location~~  
58 ~~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.

HB 603

2026

A bill to be entitled

An act relating to ethics for public employees; amending s. 112.312, F.S.; revising the definition of the term "relative" to include foster parents and foster children; reenacting s. 1001.421, F.S., relating to gifts to district school board members, to incorporate the amendment made to s. 112.312, F.S., in a reference thereto; providing an effective date.

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

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

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

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

31-00857-26

2026572

A bill to be entitled

An act relating to ethics for public employees; amending s. 112.312, F.S.; revising the definition of the term "relative" to include foster parents and foster children; reenacting s. 1001.421, F.S., relating to gifts to district school board members, to incorporate the amendment made to s. 112.312, F.S., in a reference thereto; providing an effective date.

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

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

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

(21) "Relative," unless otherwise specified in this part, means an individual who is related to a public officer or employee as father, mother, son, daughter, brother, sister, uncle, aunt, first cousin, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, half brother, half sister, grandparent, great grandparent, grandchild, great grandchild, step grandparent, step great grandparent, step grandchild, or step great grandchild; an individual who, while the public officer or employee was a minor, was his or her legally recognized foster parent in the jurisdiction where the relationship occurred or an individual who is a current or

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30 former legally recognized foster child of the public officer or  
31 employee in the jurisdiction where the relationship occurs or  
32 occurred; a~~r~~ 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;~~r~~ 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  
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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.