

CHAPTER 2016-3

Committee Substitute for House Bill No. 7003

An act relating to individuals with disabilities; creating s. 17.68, F.S.; providing legislative findings; establishing the Financial Literacy Program for Individuals with Developmental Disabilities within the Department of Financial Services; requiring the department to develop and implement the program in consultation with specified stakeholders; providing for the participation of banks, credit unions, savings associations, and savings banks; requiring the program to provide information, resources, outreach, and education on specified issues to individuals with developmental disabilities and employers in this state; requiring the department to establish on its website a clearinghouse for information regarding the program and to publish a brochure describing the program; requiring, by a specified date, qualified public depositories to make copies of the department's brochure available and provide a hyperlink on their websites to the department's website for the program; providing that qualified public depositories are not subject to civil liability arising from the distribution and contents of the brochure and the program website information; amending s. 20.60, F.S.; revising requirements for the Department of Economic Opportunity's annual report to conform to changes made by the act; reordering and amending s. 110.107, F.S.; revising definitions and defining the term "individual who has a disability"; amending s. 110.112, F.S.; revising the state's equal employment opportunity policy to include individuals who have a disability; requiring each executive agency to annually report to the Department of Management Services regarding the agency's progress in increasing employment among certain underrepresented groups; revising the required content of the department's annual workforce report; requiring the department to develop and implement certain programs geared toward individuals who have a disability; requiring the department to develop training programs by a specified date; requiring each executive agency to develop a plan regarding the employment of individuals who have a disability by a specified date; requiring the department to report to the Governor and the Legislature regarding implementation; requiring the department to compile and post data regarding the hiring practices of executive agencies regarding the employment of individuals who have a disability; requiring the department to assist executive agencies in identifying strategies to retain employees who have a disability; requiring the department to adopt certain rules; specifying that the act does not create any enforceable right or benefit; amending s. 280.16, F.S.; requiring a qualified public depository to participate in the Financial Literacy Program for Individuals with Developmental Disabilities; amending s. 393.063, F.S.; revising the definition of the term "developmental disability" to include Down syndrome; creating the "Employment First Act"; providing legislative findings and intent; providing a purpose; requiring specified state agencies and organizations to develop and implement an

interagency cooperative agreement; requiring the interagency cooperative agreement to provide the roles, responsibilities, and objectives of state agencies and organizations; requiring the Department of Economic Opportunity, in consultation with other entities, to create the Florida Unique Abilities Partner Program; defining terms; authorizing a business entity to apply to the department for designation; requiring the department to consider nominations of business entities for designation; requiring the department to adopt procedures for application, nomination, and designation processes; establishing criteria for a business entity to be designated as a Florida Unique Abilities Partner; requiring a business entity to certify that it continues to meet the established criteria for designation each year; requiring the department to remove the designation if a business entity does not submit yearly certification of continued eligibility; authorizing a business entity to discontinue its designated status; requiring the department, in consultation with the disability community, to develop a logo for business entities designated as Florida Unique Abilities Partners; requiring the department to adopt guidelines and requirements for the use of the logo; authorizing the department to allow a designated business entity to display a logo; prohibiting the use of a logo if a business entity does not have a current designation; requiring the department to maintain a website with specified information; requiring the Agency for Persons with Disabilities to provide a link on its website to the department's website for the Florida Unique Abilities Partner Program; requiring the department to provide the Florida Tourism Industry Marketing Corporation with certain information; requiring the department and CareerSource Florida, Inc., to identify employment opportunities posted by business entities that receive the Florida Unique Abilities Partner designation on the workforce information system; requiring a report to the Legislature; providing report requirements; requiring the department to adopt rules; providing appropriations; providing effective dates.

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

Section 1. Section 17.68, Florida Statutes, is created to read:

17.68 Financial Literacy Program for Individuals with Developmental Disabilities.—

(1) The Legislature finds that the state has a compelling interest in promoting the economic independence and successful employment of individuals with developmental disabilities as defined in s. 393.063. In comparison with the general population, individuals with developmental disabilities experience lower rates of educational achievement, employment, and annual earnings and are more likely to live in poverty. Additionally, such individuals must navigate a complex network of federal and state programs in order to be eligible for financial and health benefits. Thus, it is essential that these individuals have sufficient financial management knowledge and skills to effectively participate in benefit eligibility

determination processes and make informed decisions regarding financial services and products provided by financial institutions. Enhancing the financial literacy of such individuals will provide a pathway for economic independence and successful employment.

(2) The Financial Literacy Program for Individuals with Developmental Disabilities is established within the Department of Financial Services. The department, in consultation with public and private stakeholders, shall develop and implement the program, which must be designed to promote the economic independence and successful employment of individuals with developmental disabilities. Banks, credit unions, savings associations, and savings banks will be key participants in the development and promotion of the program, which must provide information, resources, outreach, and education in the following areas:

(a) For individuals with developmental disabilities:

1. Financial education, including instruction on money management skills and the effective use of financial services and products, to promote income preservation and asset development.

2. Identification of available financial and health benefit programs and services.

3. Job training programs and employment opportunities, including work incentives and state and local workforce development programs.

4. The impact of earnings and assets on eligibility for federal and state financial and health benefit programs, and options to manage such impact.

(b) For employers in this state, strategies to make program information and educational materials available to their employees with developmental disabilities.

(3) Effective October 1, 2016, the department shall:

(a) Establish on its website a clearinghouse for information regarding the program and other resources available for individuals with developmental disabilities and their employers.

(b) Publish a brochure describing the program, which is also accessible on its website.

(4) Within 90 days after the department establishes the website clearinghouse and publishes the brochure, each bank, savings association, and savings bank that is a qualified public depository as defined in s. 280.02 shall:

(a) Make copies of the department's brochures available, upon the request of the consumer, at its principal place of business and each branch office located in this state which has in-person teller services by having

copies of the brochure available or having the capability to print a copy of the brochure from the department’s website. Upon request, the department shall provide copies of the brochure to a bank, savings association, or savings bank.

(b) Provide on its website a hyperlink to the department’s website clearinghouse. If the department changes the website address for the clearinghouse, the bank, savings association, or savings bank must update the hyperlink within 90 days after notification by the department of such change.

(5) A participating qualified public depository is not subject to civil liability arising from the distribution or nondistribution of the brochure or program website information. The contents of the brochure or the program website information may not be attributed to a participating qualified public depository by virtue of its distribution, and do not constitute financial or investment advice by, nor create a fiduciary duty on, the participating qualified public depository to the recipient.

Section 2. Effective January 1, 2017, paragraph (b) of subsection (10) of section 20.60, Florida Statutes, is amended to read:

20.60 Department of Economic Opportunity; creation; powers and duties.—

(10) The department, with assistance from Enterprise Florida, Inc., shall, by November 1 of each year, submit an annual report to the Governor, the President of the Senate, and the Speaker of the House of Representatives on the condition of the business climate and economic development in the state.

(b) The report must incorporate annual reports of other programs, including:

1. The displaced homemaker program established under s. 446.50.
2. Information provided by the Department of Revenue under s. 290.014.
3. Information provided by enterprise zone development agencies under s. 290.0056 and an analysis of the activities and accomplishments of each enterprise zone.
4. The Economic Gardening Business Loan Pilot Program established under s. 288.1081 and the Economic Gardening Technical Assistance Pilot Program established under s. 288.1082.
5. A detailed report of the performance of the Black Business Loan Program and a cumulative summary of quarterly report data required under s. 288.714.

6. The Rural Economic Development Initiative established under s. 288.0656.

7. The Florida Unique Abilities Partner Program.

Section 3. Section 110.107, Florida Statutes, is reordered and amended to read:

110.107 Definitions.—As used in this chapter, the term:

~~(5)~~(1) “Department” means the Department of Management Services.

~~(28)~~(2) “Secretary” means the Secretary of Management Services.

~~(11)~~(3) “Furlough” means a temporary reduction in the regular hours of employment in a pay period, or temporary leave without pay for one or more pay periods, with a commensurate reduction in pay, which is necessitated by a projected deficit in any fund that supports salary and benefit appropriations. The deficit must be projected by the Revenue Estimating Conference pursuant to s. 216.136(3).

~~(30)~~(4) “State agency” or “agency” means any official, officer, commission, board, authority, council, committee, or department of the executive branch or the judicial branch of state government as defined in chapter 216.

~~(21)~~(5) “Position” means the work, consisting of duties and responsibilities, assigned to be performed by an officer or employee.

~~(10)~~(6) “Full-time position” means a position authorized for the entire normally established work period, whether daily, weekly, monthly, or annually.

~~(18)~~(7) “Part-time position” means a position authorized for less than the entire normally established work period, whether daily, weekly, monthly, or annually.

~~(16)~~(8) “Occupation” means all positions that which are sufficiently similar in knowledge, skills, ~~and~~ abilities, and the sufficiently similar as to kind or subject matter of work.

~~(17)~~(9) “Occupational group” means a group of occupations that which are sufficiently similar in the kind of work performed to warrant the use of the same performance factors in determining the level of complexity for all occupations in that occupational group.

~~(3)~~(10) “Classification plan” means a formal description of the concepts, rules, job family definitions, occupational group characteristics, and occupational profiles used in the classification of positions.

~~(20)~~(11) “Pay plan” means a formal description of the philosophy, methods, procedures, and salary schedules for competitively compensating employees at market-based rates for work performed.

~~(27)~~(12) “Salary schedule” means an official document that ~~which~~ contains a complete list of occupation titles, broadband level codes, and pay bands.

~~(1)~~(13) “Authorized position” means a position included in an approved budget. In counting the number of authorized positions, part-time positions may be converted to full-time equivalents.

~~(8)~~(14) “Established position” means an authorized position that ~~which~~ has been classified in accordance with a classification and pay plan as provided by law.

~~(22)~~(15) “Position number” means the identification number assigned to an established position.

~~(26)~~(16) “Reclassification” means the changing of an established position in one broadband level in an occupational group to a higher or lower broadband level in the same occupational group or to a broadband level in a different occupational group.

~~(24)~~(17) “Promotion” means the changing of the classification of an employee to a broadband level having a higher maximum salary; or the changing of the classification of an employee to a broadband level having the same or a lower maximum salary but a higher level of responsibility.

~~(4)~~(18) “Demotion” means the changing of the classification of an employee to a broadband level having a lower maximum salary; or the changing of the classification of an employee to a broadband level having the same or a higher maximum salary but a lower level of responsibility.

~~(32)~~(19) “Transfer” means moving an employee from one geographic location of the state to a different geographic location more than ~~in excess of~~ 50 miles from the employee’s current work location.

~~(25)~~(20) “Reassignment” means moving an employee from a position in one broadband level to a different position in the same broadband level or to a different broadband level having the same maximum salary.

~~(6)~~(21) “Dismissal” means a disciplinary action taken by an agency pursuant to s. 110.227 against an employee which results ~~resulting in~~ the termination of his or her employment.

~~(31)~~(22) “Suspension” means a disciplinary action taken by an agency pursuant to s. 110.227 against an employee which ~~to~~ temporarily relieves ~~relieve~~ the employee of his or her duties and places ~~place~~ him or her on leave without pay.

~~(15)~~(23) “Layoff” means termination of employment due to a shortage of funds or work, or a material change in the duties or organization of an agency, including the outsourcing or privatization of an activity or function previously performed by career service employees.

~~(7)~~(24) “Employing agency” means any agency authorized to employ personnel to carry out the responsibilities of the agency under the provisions of chapter 20 or other law statutory authority.

~~(29)~~(25) “Shared employment” means part-time career employment in which whereby the duties and responsibilities of a full-time position in the career service are divided among part-time employees who are eligible for the position and who receive career service benefits and wages pro rata. The term does not ~~In no case shall~~ “shared employment” include the employment of persons paid from other-personal-services funds.

~~(9)~~(26) “Firefighter” means a firefighter certified under chapter 633.

~~(14)~~(27) “Law enforcement or correctional officer” means a law enforcement officer, special agent, correctional officer, correctional probation officer, or institutional security specialist ~~required to be certified under~~ chapter 943.

~~(23)~~(28) “Professional health care provider” means registered nurses, physician’s assistants, dentists, psychologists, nutritionists or dietitians, pharmacists, psychological specialists, physical therapists, and speech and hearing therapists.

~~(13)~~(29) “Job family” means a defined grouping of one or more occupational groups.

~~(19)~~(30) “Pay band” means the minimum salary, the maximum salary, and intermediate rates that ~~which~~ are payable for work in a specific broadband level.

~~(2)~~(31) “Broadband level” means all positions that ~~which~~ are sufficiently similar in knowledge, skills, and abilities; ~~the, and sufficiently similar as to~~ kind or subject matter of work; ~~the, level of difficulty or~~ the level of responsibilities; ~~and the~~ qualification requirements of the work so as to warrant the same treatment with respect as to title, pay band, and other personnel transactions.

~~(12)~~ “Individual who has a disability” means a person who has a physical or intellectual impairment that substantially limits one or more major life activities; a person who has a history or record of such an impairment; or a person who is perceived by others as having such an impairment.

Section 4. Subsections (1) and (2) of section 110.112, Florida Statutes, are amended, present subsections (3) through (6) of that section are redesignated as subsections (4) through (7), respectively, and a new subsection (3) is added to that section, to read:

110.112 Affirmative action; equal employment opportunity.—

(1) It ~~is~~ shall be the policy of ~~this~~ the state to assist in providing the assurance of equal employment opportunity through programs of

affirmative and positive action that will allow full utilization of women, and minorities, and individuals who have a disability.

(2)(a) The head of each executive agency shall develop and implement an affirmative action plan in accordance with rules adopted by the department and approved by a majority vote of the Administration Commission before their adoption.

(b) Each executive agency shall establish annual goals for ensuring full utilization of groups underrepresented in the agency's ~~its~~ workforce, including women, minorities, and individuals who have a disability, as compared to the relevant labor market, as defined by the agency. Each executive agency shall design its affirmative action plan to meet its established goals.

(c) Each executive agency shall annually report to the department regarding the agency's progress toward increasing employment among women, minorities, and individuals who have a disability.

~~(d)~~(e) An affirmative action-equal employment opportunity officer shall be appointed by the head of each executive agency. The affirmative action-equal employment opportunity officer's responsibilities must include determining annual goals, monitoring agency compliance, and providing consultation to managers regarding progress, deficiencies, and appropriate corrective action.

~~(e)~~(d) The department shall report information in its annual workforce report relating to the implementation, continuance, updating, and results of each executive agency's affirmative action plan for the previous fiscal year. The annual workforce report must also include data for each executive agency relating to employment levels among women, minorities, and individuals who have a disability.

~~(f)~~(e) The department shall provide to all supervisory personnel of the executive agencies training in the principles of equal employment opportunity and affirmative action, the development and implementation of affirmative action plans, and the establishment of annual affirmative action goals. The department may contract for training services, and each participating agency shall reimburse the department for costs incurred through such contract. After the department approves the contents of the training program for the agencies, the department may delegate this training to the executive agencies.

(3)(a) The department, in consultation with the Agency for Persons with Disabilities, the Division of Vocational Rehabilitation and the Division of Blind Services of the Department of Education, the Department of Economic Opportunity, and the Executive Office of the Governor, shall develop and implement programs that incorporate internships, mentoring, on-the-job training, unpaid work experience, situational assessments, and other

innovative strategies that are specifically geared toward individuals who have a disability.

(b) By January 1, 2017, the department shall develop mandatory training programs for human resources personnel and hiring managers of executive agencies which support the employment of individuals who have a disability.

(c)1. By January 1, 2017, each executive agency shall develop an agency-specific plan that addresses how to promote employment opportunities for individuals who have a disability.

2. The department shall assist executive agencies in the implementation of agency-specific plans. The department shall regularly report to the Governor, the President of the Senate, and the Speaker of the House of Representatives the progress of executive agencies in implementing these plans. Such reports shall be made at least biannually.

(d) The department shall compile data regarding the hiring practices of executive agencies with regard to individuals who have a disability and make such data available on its website.

(e) The department shall assist executive agencies in identifying and implementing strategies for retaining employees who have a disability which include, but are not limited to, training programs, funding reasonable accommodations, increasing access to appropriate technologies, and ensuring accessibility of physical and virtual workplaces.

(f) The department shall adopt rules relating to forms that provide for the voluntary self-identification of individuals who have a disability and are employed by an executive agency.

(g) This subsection does not create any substantive or procedural right or benefit enforceable at law or in equity against the state or a state agency, or an officer, employee, or agent thereof.

Section 5. Paragraph (e) is added to subsection (1) of section 280.16, Florida Statutes, to read:

280.16 Requirements of qualified public depositories; confidentiality.—

(1) In addition to any other requirements specified in this chapter, qualified public depositories shall:

(e) Participate in the Financial Literacy Program for Individuals with Developmental Disabilities as required under s. 17.68.

Section 6. Subsection (9) of section 393.063, Florida Statutes, is amended to read:

393.063 Definitions.—For the purposes of this chapter, the term:

(9) “Developmental disability” means a disorder or syndrome that is attributable to intellectual disability, cerebral palsy, autism, Down syndrome, spina bifida, or Prader-Willi syndrome; that manifests before the age of 18; and that constitutes a substantial handicap that can reasonably be expected to continue indefinitely.

Section 7. Employment First Act.—

(1) SHORT TITLE.—This section may be cited as the “Employment First Act.”

(2) LEGISLATIVE FINDINGS AND INTENT.—The Legislature finds that employment is the most direct and cost-effective means to assist an individual in achieving independence and fulfillment; however, individuals with disabilities are confronted by unique barriers to employment which inhibit their opportunities to compete fairly in the labor force. It is the intent of the Legislature to provide a framework for a long-term commitment to improving employment outcomes for individuals with disabilities in this state through the implementation of this act.

(3) PURPOSE.—The purpose of this act is to prioritize employment of individuals with disabilities and to change the employment system to better integrate individuals with disabilities into the workforce. This act encourages a collaborative effort between state agencies and organizations to achieve better employment outcomes for individuals with disabilities.

(4) INTERAGENCY COOPERATIVE AGREEMENT.—The following state agencies and organizations, and others, as appropriate, shall develop an interagency cooperative agreement to implement this act:

(a) The Division of Vocational Rehabilitation of the Department of Education.

(b) The Division of Blind Services of the Department of Education.

(c) The Bureau of Exceptional Education and Student Services of the Department of Education.

(d) The Agency for Persons with Disabilities.

(e) The Substance Abuse and Mental Health Program Office of the Department of Children and Families.

(f) The Department of Economic Opportunity.

(g) CareerSource Florida, Inc.

(h) The Florida Developmental Disabilities Council.

(i) The Florida Association of Rehabilitation Facilities.

(j) Other appropriate organizations.

(5) ROLES, RESPONSIBILITIES, AND OBJECTIVES.—The interagency cooperative agreement must identify the roles and responsibilities of the state agencies and organizations identified in subsection (4) and the objectives of the interagency cooperative agreement, which must include all of the following:

(a) Establishing a commitment by leadership of the state agencies and organizations to maximize resources and coordination to improve employment outcomes for individuals with disabilities who seek publicly funded services.

(b) Developing strategic goals and benchmarks to assist the state agencies and organizations in the implementation of this agreement.

(c) Identifying financing and contracting methods that will help to prioritize employment for individuals with disabilities by state agencies and organizations.

(d) Establishing training methods to better integrate individuals with disabilities into the workforce.

(e) Ensuring collaborative efforts between multiple agencies to achieve the purposes of this act.

(f) Promoting service innovations to better assist individuals with disabilities in the workplace.

(g) Identifying accountability measures to ensure the sustainability of this agreement.

Section 8. Florida Unique Abilities Partner Program.—

(1) CREATION AND PURPOSE.—The Department of Economic Opportunity shall establish the Florida Unique Abilities Partner Program to designate a business entity as a Florida Unique Abilities Partner if the business entity demonstrates commitment, through employment or support, to the independence of individuals who have a disability. The department shall consult with the Agency for Persons with Disabilities, the Division of Vocational Rehabilitation of the Department of Education, the Division of Blind Services of the Department of Education, and CareerSource Florida, Inc., in creating the program.

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

(a) “Department” means the Department of Economic Opportunity.

(b) “Individuals who have a disability” means persons who have a physical or intellectual impairment that substantially limits one or more major life activities, persons who have a history or record of such an impairment, or persons who are perceived by others as having such an impairment.

(3) DESIGNATION.—

(a) A business entity may apply to the department to be designated as a Florida Unique Abilities Partner, based on the business entity's achievements in at least one of the following categories:

1. Employment of individuals who have a disability.
2. Contributions to local or national disability organizations.
3. Contributions to, or the establishment of, a program that contributes to the independence of individuals who have a disability.

(b) As an alternative to application by a business entity, the department must consider nominations from members of the community where the business entity is located. The nomination must identify the business entity's achievements in at least one of the categories provided in paragraph (a).

(c) The name, location, and contact information of the business entity must be included in the business entity's application or nomination.

(d) The department shall adopt procedures for the application, nomination, and designation processes for the Florida Unique Abilities Partner Program. Designation as a Florida Unique Abilities Partner does not establish or involve licensure, does not affect the substantial interests of a party, and does not constitute a final agency action. The Florida Unique Abilities Partner Program and designation are not subject to chapter 120, Florida Statutes.

(4) ELIGIBILITY AND AWARD.—In determining the eligibility for the designation of a business entity as a Florida Unique Abilities Partner, the department shall consider, at a minimum, the following criteria:

(a) For a designation based on an application by a business entity, the business entity must certify that:

1. It employs at least one individual who has a disability. Such employees must be residents of this state and must have been employed by the business entity for at least 9 months before the business entity's application for the designation. The department may not require the employer to provide personally identifiable information about its employees;

2. It has made contributions to local and national disability organizations or contributions in support of individuals who have a disability. Contributions may be accomplished through financial or in-kind contributions, including employee volunteer hours. Contributions must be documented by providing copies of written receipts or letters of acknowledgment from recipients or donees. A business entity with 100 or fewer employees must make a financial or in-kind contribution of at least \$1,000, and a

business entity with more than 100 employees must make a financial or in-kind contribution of at least \$5,000; or

3. It has established, or has contributed to the establishment of, a program that contributes to the independence of individuals who have a disability. Contributions must be documented by providing copies of written receipts, a summary of the program, program materials, or letters of acknowledgment from program participants or volunteers. A business entity with 100 or fewer employees must make a financial or in-kind contribution of at least \$1,000 in the program, and a business entity with more than 100 employees must make a financial or in-kind contribution of at least \$5,000.

A business entity that applies to the department to be designated as a Florida Unique Abilities Partner shall be awarded the designation upon meeting the requirements of this section.

(b) For a designation based upon receipt of a nomination of a business entity:

1. The department shall determine whether the nominee, based on the information provided by the nominating person or entity, meets the requirements of paragraph (a). The department may request additional information from the nominee.

2. If the nominee meets the requirements, the department shall provide notice, including the qualification criteria provided in the nomination, to the nominee regarding the nominee's eligibility to be awarded a designation as a Florida Unique Abilities Partner.

3. The nominee shall be provided 30 days after receipt of the notice to certify that the information in the notice is true and accurate and accept the nomination, to provide corrected information for consideration by the department and indicate an intention to accept the nomination, or to decline the nomination. If the nominee accepts the nomination, the department shall award the designation. The department may not award the designation if the nominee declines the nomination or has not accepted the nomination within 30 days after receiving notice.

(5) ANNUAL CERTIFICATION.—After an initial designation as a Florida Unique Abilities Partner, a business entity must certify each year that it continues to meet the criteria for the designation. If the business entity does not submit the yearly certification of continued eligibility, the department shall remove the designation. The business entity may elect to discontinue its designation status at any time by notifying the department of such decision.

(6) LOGO DEVELOPMENT.—

(a) The department, in consultation with members of the disability community, shall develop a logo that identifies a business entity that is designated as a Florida Unique Abilities Partner.

(b) The department shall adopt guidelines and requirements for the use of the logo, including how the logo may be used in advertising. The department may allow a business entity to display a Florida Unique Abilities Partner logo upon designation. A business entity that has not been designated as a Florida Unique Abilities Partner or has elected to discontinue its designated status may not display the logo.

(7) WEBSITE.—The department shall maintain a website for the program. At a minimum, the website must provide a list of business entities, by county, which currently have the Florida Unique Abilities Partner designation, updated quarterly; information regarding the eligibility requirements for the designation and the method of application or nomination; and best practices for business entities to facilitate the inclusion of individuals who have a disability, updated annually. The website may provide links to the websites of organizations or other resources that will aid business entities to employ or support individuals who have a disability.

(8) INTERAGENCY COLLABORATION.—

(a) The Agency for Persons with Disabilities shall provide a link on its website to the department's website for the Florida Unique Abilities Partner Program.

(b) On a quarterly basis, the department shall provide the Florida Tourism Industry Marketing Corporation with a current list of all businesses that are designated as Florida Unique Abilities Partners. The Florida Tourism Industry Marketing Corporation must consider the Florida Unique Abilities Partner Program in the development of marketing campaigns, and specifically in any targeted marketing campaign for individuals who have a disability or their families.

(c) The department and CareerSource Florida, Inc., shall identify employment opportunities posted by business entities that currently have the Florida Unique Abilities Partner designation in the workforce information system under s. 445.011, Florida Statutes.

(9) REPORT.—

(a) By January 1, 2017, the department shall provide a report to the President of the Senate and the Speaker of the House of Representatives on the status of the implementation of this section, including the adoption of rules, development of the logo, and development of application procedures.

(b) Beginning in 2017 and each year thereafter, the department's annual report required under s. 20.60, Florida Statutes, must describe in detail the progress and use of the program. At a minimum, the report must include, for the most recent year: the number of applications and nominations received; the number of nominations accepted and declined; the number of designations awarded; annual certifications; the use of information provided under

subsection (8); and any other information deemed necessary to evaluate the program.

(10) RULES.—The department shall adopt rules to administer this section.

Section 9. For the 2016-2017 fiscal year, the sums of \$100,000 in recurring funds and \$100,000 in nonrecurring funds from the Special Employment Security Administration Trust Fund are appropriated to the Department of Economic Opportunity, for the purpose of funding the development, implementation, and administration of the Florida Unique Abilities Partner Program created by this act.

Section 10. For the 2016-2017 fiscal year, the sum of \$69,570 in recurring funds from the Insurance Regulatory Trust Fund is appropriated to the Consumer Assistance Program within the Department of Financial Services for the purpose of implementing the Financial Literacy Program for Individuals with Developmental Disabilities created by this act.

Section 11. For the 2016-2017 fiscal year, the following sums are appropriated for the purpose of implementing the amendments made by this act to s. 110.112, Florida Statutes, relating to the employment of individuals who have a disability:

(1) The sums of \$138,692 in recurring funds and \$26,264 in nonrecurring funds are appropriated from the State Personnel System Trust Fund to the Department of Management Services, and two full-time equivalent positions with associated salary rate of 92,762 are authorized.

(2) The recurring sums of \$74,234 from the General Revenue Fund and \$64,458 from trust funds and the nonrecurring sums of \$14,051 from the General Revenue Fund and \$12,213 from trust funds are appropriated to Administered Funds for distribution among agencies for the increase in the human resource assessment.

Section 12. Except as otherwise expressly provided in this act, this act shall take effect July 1, 2016.

Approved by the Governor January 21, 2016.

Filed in Office Secretary of State January 21, 2016.