

Committee on State Affairs

Wednesday, April 2, 2008

Morris Hall 8:00 AM - 9:30 AM

Committee Action

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

Attendance:

	Present	Absent	Excused
Andy Gardiner (Chair)	X		
Dorothy Bendross-Mindingall	×	,	
Chris Dorworth	×		
Hugh Gibson III	x		
Ed Hooper	X		
Charles McBurney	X		
Robert Schenck	x		
Ron Schultz	×		
Kelly Skidmore	×		
Geraldine Thompson	X		
Totals:	10	0	. 0

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

HB 389 : Retirement

\	Yea	Nay	No Vote	Absentee Yea	Absentee Nay
Dorothy Bendross-Mindingall	X				
Chris Dorworth	X			Þ	
Hugh Gibson III	X				
Ed Hooper	X				
Charles McBurney	X				
Robert Schenck	X				
Ron Schultz	X				
Kelly Skidmore	X				
Geraldine Thompson	X				1
Andy Gardiner (Chair)	Х				

Appearances:

Retirement
Frank Fabrozio, Chief - Proponent
Orange County Sheriff's Office
2500 W. Colonial Drive
Orlando, Florida 32804

Phone: 407.448.7669

Print Date: 4/2/2008 9:35 am

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB) **HB 887:** Career Service System

	Nay	No Vote	Absentee Yea	Absentee Nay
X				
X				
X				
X				
X				
X				
X				
X				
X				
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Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

Print Date: 4/2/2008 9:35 am

HB 1049 : Florida Retirement System

	Yea	Nay	No Vote	Absentee Yea	Absentee Nay
Dorothy Bendross-Mindingall	X				
Chris Dorworth	X			•	
Hugh Gibson III	X				
Ed Hooper	X				
Charles McBurney	X				
Robert Schenck	X				
Ron Schultz	X				
Kelly Skidmore	X	- ,.			
Geraldine Thompson	X				
Andy Gardiner (Chair)	X				
	Total Yeas: 10	Total Nays: (0		

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

HB 1467: Access to Confidential Records of Children

	Yea	Nay	No Vote	Absentee Yea	Absentee Nay
Dorothy Bendross-Mindingall	X				
Chris Dorworth	X				
Hugh Gibson III	X				
Ed Hooper	X				
Charles McBurney	X				
Robert Schenck	X				
Ron Schultz	X				
Kelly Skidmore	X				
Geraldine Thompson	X				
Andy Gardiner (Chair)	X				
	Total Yeas: 10	Total Nays:	0		

Appearances:

Access to DCFS Records
Barbara A. Petersen, Chair (Lobbyist) - Proponent
Commission on Open Government Reform
336 E. College Avenue
Tallahassee Florida 32301
Phone: 850.224.4555

Access to DCFS Records
Robin Singleton, Secretary - Information Only
Florida Youth
2149 Christy Lane
Panama City, Florida 32428
Phone: 850.819.3613

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

Workshop

HB 1451:

X Not Discussed

Committee on State Affairs

4/2/2008 8:00:00AM

Location: Morris Hall (17 HOB)

Summary:

Committee on State Affairs

Wednesday April 02, 2008 08:00 am

HB 389	Favorable	Yeas:	10	Nays:	0
HB 887	Favorable With Amendments	Yeas:	10	Nays:	0
HB 1049	Favorable	Yeas:	10	Nays:	0
HB 1451	Not Discussed				
HB 1467	Favorable With Amendments	Yeas:	10	Navs:	0

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES Amendment No. (for drafter's use only)

Bill No. HB 887

COUNCIL/COMMITT	EE ACTION
ADOPTED	(Y/N)
ADOPTED AS AMENDED	(Y/N)
ADOPTED W/O OBJECTIO	N (Y/N)
FAILED TO ADOPT	(Y/N)
WITHDRAWN	(Y/N)
OTHER	

Council/Committee hearing bill: Committee on State Affairs Representative(s) Coley offered the following:

Amendment (with title amendment)

Remove everything after the enacting clause and insert: Section 1. Section 110.227, Florida Statutes, is amended to read:

- 110.227 Suspensions, dismissals, reductions in pay, demotions, layoffs, transfers, and grievances.--
- Service System by satisfactorily completing completed at least a 1-year probationary period in a career service his or her current position and has subsequently been continuously employed thereafter in a career service position may be suspended or dismissed only for cause. Cause shall include, but is not limited to, poor performance, negligence, inefficiency or inability to perform assigned duties, insubordination, violation of the provisions of law or agency rules, conduct unbecoming a public employee, misconduct, habitual drug abuse, or conviction of any crime. The agency head shall ensure that all employees of the agency have reasonable access to the agency's personnel manual.

- (2) (a) The department shall establish rules and procedures for the suspension, reduction in pay, transfer, layoff, demotion, and dismissal of employees in the career service. Except with regard to law enforcement or correctional officers, firefighters, or professional health care providers, rules regarding layoff procedures shall not include any system whereby a career service employee with greater seniority has the option of selecting a different position not being eliminated, but either vacant or already occupied by an employee of less seniority, and taking that position, commonly referred to as "bumping."
- (b) For the implementation of layoffs as defined in s.

 110.107, the department shall develop rules requiring retention of agency's employees based upon objective measures of that
 consideration be given to length of service, comparative merit,
 demonstrated skills, and the employee's experience. Such rules
 must shall be approved by the Administration Commission before
 prior to their adoption by the department.
- (3) (a) With regard to law enforcement or correctional officers, firefighters, or professional health care providers, and all other career service employees who have achieved permanent status in the Career Service System by satisfactorily completing a probationary period of at least 1 year and been continuously employed as a career service employee thereafter, when a layoff becomes necessary, such layoff shall be conducted within the competitive area identified by the agency head and approved by the Department of Management Services. Such competitive area shall be established taking into consideration the similarity of work; the organizational unit, which may be by agency, department, division, bureau, or other organizational unit; and the commuting area for the work affected.

- (b) With regard to law enforcement or correctional officers, firefighters, or professional health care providers, and all other career service employees who have achieved permanent status in the Career Service System by satisfactorily completing a probationary period of at least 1 year and been continuously employed as a career service employee thereafter, layoff procedures shall be developed to establish the relative merit and fitness of employees and shall include a formula for uniform application among all employees in the competitive area, taking into consideration the type of appointment, the length of service, and the evaluations of the employee's performance within the last 5 years of employment.
- (4) A grievance process shall be available to career service employees who have satisfactorily completed at least a 1-year probationary period in their current positions. A grievance is defined as the dissatisfaction that occurs when an employee believes that any condition affecting the employee is unjust, inequitable, or a hindrance to effective operation. Claims of discrimination and sexual harassment or claims related to suspensions, reductions in pay, demotions, and dismissals are not subject to the career service grievance process. The following procedures shall apply to any grievance filed pursuant to this subsection, except that all timeframes may be extended in writing by mutual agreement:
- (a) Step One.--The employee may submit a signed, written grievance on a form provided by the agency to his or her supervisor within 14 7 calendar days following the occurrence of the event giving rise to the grievance. The supervisor must meet with the employee to discuss the grievance within and provide a written response to the employee 7 5 business days following receipt of the grievance.

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- Step Two.--If the employee is dissatisfied with the response of his or her supervisor, the employee may submit the written grievance to the agency head or his or her designee within 7 2 business days following receipt of the supervisor's written response. The agency head or his or her designee must meet with the employee to discuss the grievance within 5 business days following receipt of the grievance. The agency head or his or her designee must respond in writing to the employee within 5 business days following the meeting. The written decision of the agency head shall be the final authority for all grievances filed pursuant to this subsection not involving an allegation of the agency's failure to comply with the provisions of the Personnel Rules and Regulations. A claim of a violation of the provisions of the Personnel Rules and Regulations entitles the employee to pursue review of the filed grievance through the Department of Management Services if the employee is dissatisfied with the agency head's or his or her designee's decision. Such grievances may not be appealed beyond Step Two.
- (5)(a) An A career service employee who has permanent status in the Career Service System satisfactorily completed at least a 1-year probationary period in his or her current position and who is subject to a lay off, suspension, reduction in pay, demotion, involuntary transfer of more than 50 miles by highway, or dismissal shall receive written notice of such action at least 10 days prior to the date such action is to be taken. Subsequent to such notice, and prior to the date the action is to be taken, the affected employee shall be given an opportunity to appear before the agency or official taking the action to answer orally and in writing the charges against him or her. The notice to the employee required by this paragraph

may be delivered to the employee personally or may be sent by certified mail with return receipt requested. Such actions shall be appealable to the Public Employees Relations Commission as provided in subsection (6). Written notice of any such appeal shall be filed by the employee with the commission within 21 14 calendar days after the date on which the notice of lay off, suspension, reduction in pay, demotion, involuntary transfer of more than 50 miles by highway, or dismissal is received by the employee.

(b) A career service employee who has previously attained permanent status in the Career Service System, but is serving a probationary period in a position to which he or she has been promoted, may be removed from that promotional position at any time during the probationary period without a showing of cause but must be returned to his or her former position or occupational group and occupational level from which he or she was promoted, provided that the position is available. If the position is unavailable, then the agency should make every effort to retain the employee.

(c) (b) In extraordinary situations such as when the retention of a career service employee who has permanent status in the Career Service System satisfactorily completed at least a 1-year probationary period in his or her current position would result in damage to state property, would be detrimental to the best interest of the state, or would result in injury to the employee, a fellow employee, or some other person, such employee may be suspended or dismissed without 10 days' prior notice, provided that written or oral notice of such action, evidence of the reasons therefor, and an opportunity to rebut the charges are furnished to the employee prior to such dismissal or suspension. Such notice may be delivered to the employee

personally or may be sent by certified mail with return receipt requested. Agency compliance with the foregoing procedure requiring notice, evidence, and an opportunity for rebuttal must be substantiated. Any employee who is suspended or dismissed pursuant to the provisions of this paragraph may appeal to the Public Employees Relations Commission as provided in subsection (6). Written notice of any such appeal shall be filed with the commission by the employee within 21 14 days after the date on which the notice of suspension, reduction in pay, demotion, or dismissal is received by the employee.

- (6) The following procedures shall apply to appeals filed pursuant to subsection (5) with the Public Employees Relations Commission, hereinafter referred to as the commission:
- (a) The commission must conduct a hearing within 60 30 calendar days following the filing of a notice of appeal. No extension of time for the hearing may exceed 30 calendar days, absent exceptional circumstances, and no extension of time may be granted without the consent of all parties. Discovery may be granted only upon the showing of extraordinary circumstances. A party requesting discovery shall demonstrate a substantial need for the information requested and an inability to obtain relevant information by other means. Except where inconsistent with the requirements of this subsection, the provisions of s. 447.503(4) and (5) and chapter 120 apply to proceedings held pursuant to this subsection.
- (b) A person may represent himself or herself in proceedings before the commission or may be represented by legal counsel or by any individual who qualifies as a representative pursuant to rules adopted by the commission.
- (c) If the commission finds that cause did not exist for the agency action, the commission shall reverse the decision of

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the agency head and the employee shall be reinstated with or without back pay. If the commission finds that <u>just</u> cause existed for the agency action, the commission shall <u>consider</u> mitigation of the discipline for any appropriate cause and affirm the decision of the agency head. The commission may not reduce the penalty imposed by the agency head, except in the case of law enforcement or correctional officers, firefighters, and professional health care providers, <u>and all other career service employees who have achieved permanent status in the Career Service System by satisfactorily completing a probationary period of at least 1 year and been continuously employed as a career service employee thereafter, if the commission makes specific written findings of mitigation.</u>

- (d) A recommended order shall be issued by the hearing officer within 30 days following the hearing. Exceptions to the recommended order shall be filed within 15 5 business days after the recommended order is issued. The final order shall be filed by the commission no later than 30 calendar days after the hearing or after the filing of exceptions or oral arguments if granted.
- (e) Final orders issued by the commission pursuant to paragraph (d) shall be reviewable as provided in s. 447.504.
- officers, firefighters, and professional health care providers, and all other career service employees who have achieved permanent status in the Career Service System by satisfactorily completing a probationary period of at least 1 year and being continuously employed as a career service employee thereafter, each suspension, dismissal, demotion, or reduction in pay must be reviewed without consideration of any other case or set of facts.

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES Amendment No. (for drafter's use only)

Section 2. This act shall take effect January 1, 2009.

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TITLE AMENDMENT

Remove the entire title and insert:

A bill to be entitled

An act relating to the Career Service System; amending s. 110.227, F.S.; revising requirements for disciplining an employee; revising which employees may be suspended or dismissed only for cause; revising criteria for certain rules and procedures for the suspension, reduction in pay, transfer, layoff, demotion, and dismissal of employees in the career service; revising provisions relating to the applicability of layoff procedures; providing that the grievance process shall be available to all career service employees; increasing the amounts of time in which to submit grievances and respond to grievances; revising what written decisions of the agency shall be the final authority for all grievances at the Step Two level; authorizing certain Step Two grievances to be submitted to the Department of Management Services; revising notice requirements; providing for the removal and placement of certain career service employees serving a probationary period; authorizing certain employees to appeal to the Public Employees Relations Commission; increasing the amount of time in which the employee must file an appeal; revising procedures applicable to appeals filed with the commission; providing an effective date.

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. (for drafter's use only)

Bill No. HB 1467

COUNCIL/COMMITTEE	ACTION	
ADOPTED	<u>v</u> (Y/N)	
ADOPTED AS AMENDED	(Y/N)	¢
ADOPTED W/O OBJECTION	(Y/N)	
FAILED TO ADOPT	(Y/N)	
WITHDRAWN	(Y/N)	•
OTHER		·
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Council/Committee hearing bill: Committee on State Affairs Representative(s) Weatherford offered the following:

Amendment (with title amendment)

Remove everything after the enacting clause and insert: Section 1. Section 39.00145, Florida Statutes, is created to read:

39.00145 Child records.--

- (1) The case file of every child under the supervision of or in the custody of the department or its authorized agents or contract providers, including community-based care lead agencies and their subcontracted providers, must be maintained in a complete and accurate manner. A complete and accurate manner includes, but is not limited to, the child's case plan required by part VIII of this chapter and the full name and street address of all shelters, foster parents, group homes, treatment facilities, or locations where the child is placed.
- (2) (a) Notwithstanding any other provision in this chapter, the records in the case file shall be made available for inspection upon request of the child or the child's caregiver, guardian ad litem, or attorney, at no cost. A request

by the child's attorney or guardian ad litem must be submitted in writing.

- (b) The child shall be provided with a complete and accurate copy of his or her entire case file, at no cost, upon the request of the child or the child's caregiver, guardian ad litem, or attorney on behalf of the child.
- (c) Release of records in the case file to the child or the child's caregiver, guardian ad litem, or attorney, does not waive the confidential and exempt status of the records.
- (3) If a court determines that sharing information in the child's case file is necessary to ensure the child receives access to appropriate services or for the safety of the child, the court may approve the release of the confidential and exempt records.
- (4) For purposes of the Family Educational Rights and Privacy Act, the disclosure of information in health and safety emergencies applies to a child placed in shelter care or found to be dependent under this chapter.
- (5) (a) Notwithstanding any other provision of law, all state and local agencies and programs that provide services to children or are responsible for the safety of the child, including the department, the Department of Juvenile Justice, the Department of Health, the Agency for Health Care Administration, the Agency for Persons with Disabilities, the Department of Education, individual school districts, the Statewide Guardian Ad Litem Office, and any contract provider of such agencies, may share with each other confidential and exempt records if the records are reasonably necessary to ensure access by the child to appropriates services or for the safety of the child.

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This subsection does not apply to information concerning clients and records of certified domestic violence centers which are confidential under s. 39.908 and privileged under s. 90.5036.

Section 2. Paragraph (a) of subsection (2) of section 39.202, Florida Statutes, is amended, and paragraph (r) is added to subsection (2) of that section, to read:

39.202 Confidentiality of reports and records in cases of child abuse or neglect. --

- Except as provided in subsection (4), access to such records, excluding the name of the reporter which shall be released only as provided in subsection (5), shall be granted only to the following persons, officials, and agencies:
- Employees, authorized agents, or contract providers of the department, including community-based care lead agencies and their subcontracted providers, the Department of Health, the Agency for Persons with Disabilities, or county agencies responsible for carrying out:
 - 1. Child or adult protective investigations;
 - 2. Ongoing child or adult protective services;
 - Early intervention and prevention services; 3.
 - 4. Healthy Start services;
- 5. Licensure or approval of adoptive homes, foster homes, child care facilities, facilities licensed under chapter 393, or family day care homes or informal child care providers who receive subsidized child care funding, or other homes used to provide for the care and welfare of children; or
- Services for victims of domestic violence when provided by certified domestic violence centers working at the department's request as case consultants or with shared clients.

Also, employees or agents of the Department of Juvenile Justice responsible for the provision of services to children, pursuant to chapters 984 and 985.

(r) Persons with whom placement of a child is being considered or has been granted, including, but not limited to, foster parents, pre-adoptive or adoptive parents, or an adoption entity acting on their behalf.

Section 3. Section 39.2021, Florida Statutes, is amended to read:

39.2021 Release of confidential information.--

- (1) (a) Any person or organization, including the department of Children and Family Services, may petition the court for an order making public the records of the department of Children and Family Services which pertain to an investigation investigations of alleged abuse, abandonment, or neglect of a child. The court shall determine whether there is good cause exists for public access to the records sought or a portion thereof.
- (b) In making a this determination of good cause, the court shall balance the best interests of the child who is the focus of the investigation and the interest of the that child's siblings, together with the privacy rights of other persons identified in the reports, against the public interest. The public interest in access to such records is reflected in s. 119.01(1), and includes the need for the public citizens to know of and adequately evaluate the actions of the department of Children and Family Services and the court system in providing children of this state with the protections enumerated in s. 39.001. However, this subsection does not contravene s. 39.202, which protects the name of any person reporting the abuse, abandonment, or neglect of a child.

- 114 (2) (a) In cases involving serious bodily injury to a 115 child, the department of Children and Family Services may petition the court for an order for the immediate public release 116 117 of records of the department which pertain to the protective 118 investigation. The petition must be personally served upon the 119 child, the child's parent or guardian, and any person named as 120 an alleged perpetrator in the report of abuse, abandonment, or 121 neglect. The court must determine whether good cause exists for 122 the public release of the records sought no later than 24 hours, excluding Saturdays, Sundays, and legal holidays, after the date 123 124 the department filed the petition with the court. If the court 125 does not grant or deny the petition within the 24-hour time period, the department may release to the public summary 126 127 information including:
 - 1.(a) A confirmation that an investigation has been conducted concerning the alleged victim.

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- 2.(b) The dates and brief description of procedural activities undertaken during the department's investigation.
- 3.(c) The date of each judicial proceeding, a summary of each participant's recommendations made at the judicial proceeding, and the ruling of the court.
- (b) The summary information shall not include the name of, or other identifying information with respect to, any person identified in any investigation. In making a determination to release confidential information, the court shall balance the best interests of the child who is the focus of the investigation and the interests of that child's siblings, together with the privacy rights of other persons identified in the reports against the public interest for access to public records. However, this subsection does not contravene s. 39.202,

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. (for drafter's use only)

which protects the name of any person reporting abuse, abandonment, or neglect of a child.

(3) If When the court determines that there is good cause for public access exists, the court shall direct that the department to redact the name of, and other identifying information with respect to, any person identified in the any protective investigation report until such time as the court finds that there is probable cause to believe that the person identified committed an act of alleged abuse, abandonment, or neglect.

Section 4. Section 402.115, Florida Statutes, is amended to read:

402.115 Sharing confidential or exempt information.—Notwithstanding any other provision of law to the contrary, the Department of Health, the Department of Children and Family Services, the Department of Juvenile Justice, and the Agency for Persons with Disabilities may share confidential information or information exempt from disclosure under chapter 119 on any individual who is or has been the subject of a program within the jurisdiction of each agency. Information so exchanged remains confidential or exempt as provided by law.

Section 5. Section 415.1071, Florida Statutes, is amended to read:

415.1071 Release of confidential information. --

(1) (a) Any person or organization, including the department of Children and Family Services, may petition the court for an order making public the records of the department of Children and Family Services which pertain to an investigation investigations of alleged abuse, neglect, or exploitation of a vulnerable adult. The court shall determine

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. (for drafter's use only)

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whether there is good cause exists for public access to the records sought or a portion thereof.

- (b) In making a this determination of good cause, the court shall balance the best interests of the vulnerable adult who is the focus of the investigation together with the privacy right of other persons identified in the reports, against the public interest. The public interest in access to such records is reflected in s. 119.01(1), and includes the need for the public eitizens to know of and adequately evaluate the actions of the department of Children and Family Services and the court system in providing vulnerable adults of this state with the protections enumerated in s. 415.101. However, this subsection does not contravene s. 415.107, which protects the name of any person reporting the abuse, neglect, or exploitation of a vulnerable adult.
- (2) (a) In cases involving serious bodily injury to a vulnerable adult, the department of Children and Family Services may petition the court for an order for the immediate public release of records of the department which pertain to the protective investigation. The petition must be personally served upon the vulnerable adult, the vulnerable adult's legal guardian, if any, and any person named as an alleged perpetrator in the report of abuse, neglect, or exploitation. The court must determine whether good cause exists for the public release of the records sought no later than 24 hours, excluding Saturdays, Sundays, and legal holidays, after the date the department filed the petition with the court. If the court does not grant or deny the petition within the 24-hour time period, the department may release to the public summary information including:
- 1.(a) A confirmation that an investigation has been conducted concerning the alleged victim.

HB 1467 - Strike-all Amendment by Rep. Weatherford
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- 2. (b) The dates and brief description of procedural activities undertaken during the department's investigation.
- 3. (c) The date of each judicial proceeding, a summary of each participant's recommendations made at the judicial proceeding, and the ruling of the court.
- The summary information shall not include the name of, or other identifying information with respect to, any person identified in any investigation. In making a determination to release confidential information, the court shall balance the best interests of the vulnerable adult who is the focus of the investigation together with the privacy rights of other persons identified in the reports against the public interest for access to public records. However, this subsection does not contravene s. 415.107, which protects the name of any person reporting abuse, neglect, or exploitation of a vulnerable adult.
- If When the court determines that there is good cause for public access exists, the court shall direct that the department to redact the name of and other identifying information with respect to any person identified in the any protective investigation report until such time as the court finds that there is probable cause to believe that the person identified committed an act of alleged abuse, neglect, or exploitation.

Section 6. This act shall take effect July 1, 2008.

TITLE AMENDMENT

Remove the entire title and insert:

A bill to be entitled

An act relating to access to confidential records of children; creating s. 39.00145, F.S.; requiring that the case file of a

HOUSE AMENDMENT FOR COUNCIL/COMMITTEE PURPOSES

Amendment No. (for drafter's use only)

child under the supervision or in the custody of the Department of Children and Family Services be maintained in a complete and accurate manner; specifying who has access to the case file and records in the file; authorizing the court to release the child's records to certain entities; providing that entities that have access to confidential and exempt records about a child may share it with other entities that provide services benefiting children; amending s. 39.202, F.S.; specifying who has access to a child's records; amending s. 39.2021, F.S.; making editorial changes; amending s. 402.115, F.S.; adding the Department of Juvenile Justice to the list of agencies that are authorized to exchange confidential or exempt information; amending s. 415.1071, F.S.; making editorial changes; providing an effective date.

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