

HOUSE OF REPRESENTATIVES STAFF ANALYSIS

BILL #: HB 1753 Law Enforcement Officer Training
SPONSOR(S): Public Safety & Crime Prevention
TIED BILLS: **IDEN./SIM. BILLS:** SB 2002

REFERENCE	ACTION	ANALYST	STAFF DIRECTOR
1) <u>Public Safety & Crime Prevention</u>	<u>18 Y, 0 N</u>	<u>Whittier</u>	<u>De La Paz</u>
2) _____	_____	_____	_____
3) _____	_____	_____	_____
4) _____	_____	_____	_____
5) _____	_____	_____	_____

SUMMARY ANALYSIS

This bill requires that trainees attending basic recruit training programs at the employing agency's expense, who voluntarily terminate employment within two years of graduation, reimburse the employing agency for tuition, other course expenses, wages, and benefits.

The bill further provides that the employing agency may institute a civil action to collect such reimbursements provided that the agency gave written notification to the trainee of the two-year employment commitment during the employment screening process. The trainee is required to return signed acknowledgement of receipt of the notification.

The reimbursement obligation does not apply to trainees who resign their certification upon termination in order to obtain employment for which certification is not required or to trainees attending auxiliary officer training.

The bill provides that the employing agency may waive a trainee's requirement of reimbursement in part or in full when the trainee terminates employment due to hardship or extenuating circumstances.

There appears to be no negative fiscal impact to state or local governments.

This document does not reflect the intent or official position of the bill sponsor or House of Representatives.

STORAGE NAME: h1753.ps.doc
DATE: March 24, 2003

FULL ANALYSIS

I. SUBSTANTIVE ANALYSIS

A. DOES THE BILL:

- | | | | |
|--------------------------------------|---|-----------------------------|---|
| 1. Reduce government? | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 2. Lower taxes? | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 3. Expand individual freedom? | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |
| 4. Increase personal responsibility? | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | N/A <input type="checkbox"/> |
| 5. Empower families? | Yes <input type="checkbox"/> | No <input type="checkbox"/> | N/A <input checked="" type="checkbox"/> |

For any principle that received a "no" above, please explain:

B. EFFECT OF PROPOSED CHANGES:

Section 943.16, F.S., currently requires that trainees attending basic recruit training programs at the employing agency's expense remain in the employment of that agency for one year. If the trainee terminates employment voluntarily, he or she is to reimburse the agency for the cost of his or her participation. The employing agency may institute a civil action to collect such "tuition cost if it is not reimbursed."

This bill expands the authority of employing agencies to recover costs, in addition to tuition, to train new recruits who leave their employment shortly after completion of their basic recruit training.

This bill requires that trainees attending basic recruit training programs at the employing agency's expense, who voluntarily terminate employment within two years of graduation, reimburse the employing agency for tuition, other course expenses (such as meals), wages, and benefits. [See Fiscal Comments.]

The bill further provides that the employing agency may institute a civil action to collect such reimbursements provided that the agency gave written notification to the trainee of the two-year employment commitment during the employment screening process. The trainee is required to return signed acknowledgement of receipt of the notification.

Reimbursements are set up as follows:

- For a trainee terminating employment within 6 months of graduation from the basic recruit training program, the full amount of wages and benefits paid during the academy training period.
- For a trainee terminating employment within 6 months and one day to 12 months of graduation from the basic recruit training program, an amount equal to three-fourths of the full amount of wages and benefits paid during the academy training period.
- For a trainee terminating employment within 12 months and one day to 18 months of graduation from the basic recruit training program, an amount equal to one half of the full amount of wages and benefits paid during the academy training period.
- For a trainee terminating employment within 18 months and one day to 24 months of graduation from the basic recruit training program, an amount equal to one fourth of the full amount of wages and benefits paid during the academy training period.

The reimbursement obligation does not apply to trainees who resign their certification upon termination in order to obtain employment for which certification is not required or to trainees attending auxiliary officer training.

The bill provides that the employing agency may waive a trainee's requirement of reimbursement in part or in full when the trainee terminates employment due to hardship or extenuating circumstances.

C. SECTION DIRECTORY:

Section 1: Amends s. 943.16, F.S., relating to reimbursement of law enforcement basic training expenses.

Section 2: Provides an effective date.

II. FISCAL ANALYSIS & ECONOMIC IMPACT STATEMENT

A. FISCAL IMPACT ON STATE GOVERNMENT:

1. Revenues: See Fiscal Comments

2. Expenditures: None.

B. FISCAL IMPACT ON LOCAL GOVERNMENTS:

1. Revenues: None.

2. Expenditures: None.

C. DIRECT ECONOMIC IMPACT ON PRIVATE SECTOR: None.

D. FISCAL COMMENTS:

It is not possible to predict how many trainees will be required to reimburse employing agencies under this section. For example, the Florida Highway Patrol estimates that over the past 5 years they recruited approximately 90 trainees per year for the academy, of which about 78 graduated. In 2002, the agency lost between 7 and 8 trainees to other jobs within 2 years of graduation.

Highway Patrol training is 26 weeks long. During that time each recruit is paid a monthly salary of \$2,201.92 for the six-month period for a total of \$13,211.52. Cost of tuition and meals per recruit for the entire academy training period is \$4,800. This totals approximately \$18,011.52 per recruit, per training period. The agency estimates that the cost of training, equipping, and paying salary and benefits for an officer's first year with the agency is approximately \$80,000.

III. COMMENTS

A. CONSTITUTIONAL ISSUES:

1. Applicability of Municipality/County Mandates Provision: N/A

2. Other: N/A

B. RULE-MAKING AUTHORITY: N/A

C. DRAFTING ISSUES OR OTHER COMMENTS: N/A

IV. AMENDMENTS/COMMITTEE SUBSTITUTE CHANGES

None.