

CHAPTER 2024-19

Senate Bill No. 818

An act relating to military leave; amending ss. 115.09 and 115.14, F.S.; providing that public officials and employees of the state, a county, a municipality, or a political subdivision, respectively, are entitled to their full pay for the first 30 days of military service, if such service is equal to or greater than a specified timeframe; making technical changes; providing an effective date.

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

Section 1. Section 115.09, Florida Statutes, is amended to read:

115.09 Leave to public officials for military service.—All officials of the state, the several counties of the state, and the municipalities or political subdivisions of the state, including district school and community college officers, which officials are also servicemembers in the National Guard or a reserve component of the Armed Forces of the United States, must ~~shall~~ be granted leave of absence from their respective offices and duties to perform active military service, with the first 30 days of any such leave of absence to be with full pay for active federal military service that is equal to or greater than 90 consecutive days.

Section 2. Section 115.14, Florida Statutes, is amended to read:

115.14 Employees.—All employees of the state, the several counties of the state, and the municipalities or political subdivisions of the state must ~~shall~~ be granted leave of absence under the terms of this law; upon such leave of absence being granted such said employee must ~~shall~~ enjoy the same rights and privileges as are hereby granted to officials under this law, ~~insofar as may be,~~ including, without limitation, receiving full pay for the first 30 days for federal military service that is equal to or greater than 90 consecutive days. Notwithstanding ~~the provisions of s. 115.09,~~ the employing authority may supplement the military pay of its officials and employees who are reservists called to active military service after the first 30 days in an amount necessary to bring their total salary, inclusive of their base military pay, to the level earned at the time they were called to active military duty. The employing authority shall continue to provide all health insurance and other existing benefits to such officials and employees as required by the Uniformed Services Employment and Reemployment Rights Act, chapter 43 of Title 38 U.S.C.

Section 3. This act shall take effect July 1, 2024.

Approved by the Governor March 22, 2024.

Filed in Office Secretary of State March 22, 2024.