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27 adoptive employee who adopts a special needs child  
 28 that is not a child within the child welfare system  
 29 from receiving any other assistance or incentive;  
 30 requiring that parental leave for qualifying adoptive  
 31 employees be provided; authorizing the department to  
 32 adopt rules; requiring the Chief Financial Officer to  
 33 submit payment to a qualifying adoptive employee  
 34 depending on where he or she works; requiring state  
 35 agencies to develop uniform procedures for informing  
 36 employees about this benefit and for assisting the  
 37 department in making eligibility determinations and  
 38 processing applications; creating s. 409.1666, F.S.;  
 39 requiring the Governor to annually select and  
 40 recognize certain individuals, families, or  
 41 organizations for adoption achievement awards;  
 42 requiring the department to define categories for the  
 43 achievement awards and seek nominations for potential  
 44 recipients; authorizing a direct-support organization  
 45 established by the Office of Adoption and Child  
 46 Protection to accept donations of products or services  
 47 from private sources to be given to the recipients of  
 48 the adoption achievement awards; providing an  
 49 effective date.

50  
 51 Be It Enacted by the Legislature of the State of Florida:  
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53 Section 1. Section 409.1662, Florida Statutes, is created  
54 to read:

55 409.1662 Children within the child welfare system;  
56 adoption incentive program.-

57 (1) PURPOSE.-The purpose of the adoption incentive program  
58 is to advance the state's achievement of permanency, stability,  
59 and well-being in living arrangements for children in foster  
60 care who cannot be reunited with their families. The department  
61 shall establish the adoption incentive program to award  
62 incentive payments to community-based care lead agencies, as  
63 defined in s. 409.986, which achieve specific and measureable  
64 adoption performance standards that lead to permanency,  
65 stability, and well-being for children.

66 (2) ADMINISTRATION OF THE PROGRAM.-

67 (a) The department shall conduct a comprehensive baseline  
68 assessment of the performance of lead agencies related to  
69 adoption of children from foster care. The assessment shall  
70 compile annual data for each of the most recent 5 years for  
71 which data is available. The department shall update the  
72 assessment annually. At a minimum, the assessment shall  
73 identify:

74 1. The number of families attempting to adopt children  
75 from foster care and the number of families completing the  
76 adoption process.

77 2. The number of children eligible for adoption and the  
78 number of children whose adoptions were finalized.

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79           3. The amount of time eligible children waited for  
 80 adoption.

81           4. The number of adoptions that resulted in disruption or  
 82 dissolution and the subset of those disrupted adoptions that  
 83 were preventable by the lead agency.

84           5. The time taken to complete each phase of the adoption  
 85 process.

86           6. The expenditures made to recruit adoptive homes and a  
 87 description of any initiative to improve adoption performance or  
 88 streamline the adoption process.

89           7. The results of any specific effort to gather feedback  
 90 from prospective adoptive parents, adoptive parents, children in  
 91 the child welfare system, adoptees, and other stakeholders.

92           8. The current use of evidence-based, evidence-informed,  
 93 promising, and innovative practices in recruitment, orientation,  
 94 and preparation of appropriate adoptive families, matching  
 95 children with families, supporting children during the adoptive  
 96 process, and providing post-adoptive support.

97           (b) Using the information from the baseline assessment,  
 98 the department shall annually negotiate outcome-based agreements  
 99 with lead agencies. The agreement shall establish measureable  
 100 outcome targets to increase the number of adoptions that result  
 101 in permanent placements that enhance children's well-being. The  
 102 agreement will define the method for measuring performance and  
 103 for determining the level of performance required to earn the  
 104 incentive payment, and the amount of the incentive payment which

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105 may be earned for each target.

106 (3) INCENTIVE PAYMENTS.—

107 (a) The department shall allocate incentive payments to  
 108 performance improvement targets in a manner that ensures that  
 109 total payments do not exceed the amount appropriated for this  
 110 purpose.

111 (b) The department shall ensure that the amount of the  
 112 incentive payments are proportionate to the value of the  
 113 performance improvement.

114 (4) REPORT.--The department shall report annually by  
 115 November 15 to the Governor, President of the Senate, and  
 116 Speaker of the House of Representatives on the negotiated  
 117 targets set for, outcomes achieved by, and incentive payments  
 118 made to each lead agency during the previous fiscal year. The  
 119 department shall also report on program enhancements made by  
 120 each lead agency and their subcontracted providers to achieve  
 121 negotiated outcomes under this section.

122 Section 2. Section 409.1664, Florida Statutes, is created  
 123 to read:

124 409.1664 Adoption benefits for qualifying adoptive  
 125 employees of state agencies.—

126 (1) As used in this section, the term:

127 (a) "Child within the child welfare system" has the same  
 128 meaning as in s. 409.166.

129 (b) "Qualifying adoptive employee" means a full-time or  
 130 part-time employee of a state agency who is paid from regular

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131 salary appropriations, or otherwise meets the state agency  
 132 employer's definition of a regular rather than temporary  
 133 employee, and who adopts a child within the child welfare system  
 134 pursuant to chapter 63. The term includes instructional  
 135 personnel, as defined in s. 1012.01, employed by the Florida  
 136 School for the Deaf and the Blind.

137 (c) "State agency" means a branch, department, or agency  
 138 of state government for which the Chief Financial Officer  
 139 processes payroll requisitions, a state university or Florida  
 140 College System institution as defined in s. 1000.21, a school  
 141 district unit as defined in s. 1001.30, or a water management  
 142 district as defined in s. 373.019.

143 (2) A qualifying adoptive employee that adopts a child  
 144 within the child welfare system who has the special needs  
 145 described in s. 409.166(2)(a)2. is eligible to receive a lump-  
 146 sum monetary benefit in the amount of \$10,000 per such child,  
 147 subject to applicable taxes. A qualifying adoptive employee that  
 148 adopts a child within the child welfare system who does not have  
 149 the special needs described in s. 409.166(2)(a)2. is eligible to  
 150 receive a lump-sum monetary benefit in the amount of \$5,000 per  
 151 such child, subject to applicable taxes.

152 (a) Benefits paid to a qualifying adoptive employee who is  
 153 a part-time employee must be prorated based on the qualifying  
 154 adoptive employee's full-time equivalency at the time of  
 155 applying for the benefits.

156 (b) Monetary benefits under (2) are limited to one award

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157 | per adopted child within the child welfare system.

158 |       (c) The payment of a lump-sum monetary benefit for  
 159 | adopting a child within the child welfare system under this  
 160 | section is subject to a specific appropriation to the department  
 161 | for such purpose.

162 |       (3) A qualifying adoptive employee must apply to his or  
 163 | her agency head to obtain the monetary benefit provided in  
 164 | subsection (2). Applications must be on forms approved by the  
 165 | department and must include a certified copy of the final order  
 166 | of adoption naming the applicant as the adoptive parent.

167 |       (4) This section does not preclude a qualifying adoptive  
 168 | employee who adopts a special needs child that is not a child  
 169 | within the child welfare system from receiving adoption  
 170 | assistance he or she may qualify for under s. 409.166 or any  
 171 | other statute that provides financial incentives for the  
 172 | adoption of children.

173 |       (5) Parental leave for a qualifying adoptive employee must  
 174 | be provided in accordance with the personnel policies and  
 175 | procedures of the employee's state agency employer.

176 |       (6) The department may adopt rules to administer this  
 177 | section. The rules may provide for an application process such  
 178 | as, but not limited to, an open enrollment period during which  
 179 | qualifying adoptive employees may apply for monetary benefits  
 180 | under this section.

181 |       (7) The Chief Financial Officer shall disburse a monetary  
 182 | benefit to a qualifying adoptive employee upon the department's

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183 submission of a payroll requisition. The Chief Financial Officer  
 184 shall transfer funds from the department to a state university,  
 185 Florida College System institution, school district unit, or  
 186 water management district, as appropriate, to enable payment to  
 187 the qualifying adoptive employee through the payroll systems as  
 188 long as funds are available for such purpose.

189 (8) Each state agency shall develop a uniform procedure  
 190 for informing employees about this benefit and for assisting the  
 191 department in making eligibility determinations and processing  
 192 applications. Any procedure adopted by a state agency is valid  
 193 and enforceable if the procedure does not conflict with the  
 194 express terms of this section.

195 Section 3. Section 409.1666, Florida Statutes, is created  
 196 to read:

197 409.1666 Annual adoption achievement awards.—Each year,  
 198 the Governor shall select and recognize one or more individuals,  
 199 families, or organizations that make significant contributions  
 200 to enabling this state's foster children to achieve permanency  
 201 through adoption. The department shall define appropriate  
 202 categories for the achievement awards and seek nominations for  
 203 potential recipients in each category from individuals and  
 204 organizations knowledgeable about foster care and adoption.

205 (1) The award shall recognize persons whose contributions  
 206 involve extraordinary effort or personal sacrifice in order to  
 207 provide caring and permanent homes for foster children.

208 (2) A direct-support organization established in

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209 accordance with s. 39.0011 by the Office of Adoption and Child  
 210 Protection within the Executive Office of the Governor may  
 211 accept donations of products or services from private sources to  
 212 be given to the recipients of the adoption achievement awards.  
 213 The direct-support organization may also provide suitable  
 214 plaques, framed certificates, pins, and other tokens of  
 215 recognition.

216 Section 4. This act shall take effect July 1, 2015.