



Appropriations Conference Chairs

House Bump Offer #1

Collective Bargaining
HB 5005

Sunday, March 3, 2024
212 Knott Building

House Appropriations Committee/Senate Appropriations Committee
Fiscal Year 2024-2025
Collective Bargaining - House Bill 5005/Senate Bill 2504

Line	Article	State's Last Proposal	Union's Last Proposal	House Offer
1 Federation of Public Employees (FOPE) - Florida Lottery (2 Articles at Impasse)				
2	12 - Wages and Pay Plan	State Proposal: The Lottery's authority to provide increases to base salary rates from available agency funds be in accordance with the GAA.	Union Proposal of January 10, 2024: All Sales Representatives' base pay will increase by \$4,422.00. As a result, the new minimum salary for a sales representative position will increase to \$40,000. All other bargaining unit employees will receive a five percent (5%) increase to base pay.	GAA
3 Florida Nurses Association (FNA) - Professional Health Care Unit (1 Article at Impasse)				
4	25 - Wages	State Proposal: Section 1 - General Pay Provisions All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025. Section 2 – Pay Additives Pay Additives will be administered to eligible members of the bargaining unit. Section 3 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.	Union Proposal of December 6, 2023: Section 1 - Effective July 1, 2024, members of this bargaining unit will receive a one-time bonus of \$1,000.00 in recognition of their dedicated, selfless "front-line" efforts dealing with the threat, the impact as well as the resulting infections and deaths of the COVID Pandemic. This bonus would be similar to the bonus given 3x previously to other first responders in the state, which included teachers." All Health Care Professionals will receive an across the board increase of eight percent (8%) effective the first pay period in July 2023. The Professional Health Care Unit will be paid a differential in the amount of 10% for the purpose of recruitment and retention." Section 6 - Anniversary Date In addition to above, all Health Care Professionals will receive: - a 3% increase effective the first pay period after their Anniversary date for those who have 15 years or more of service. - a 2% increase effective the first pay period after their Anniversary date for those who have 10 years or more of service. - a 1% increase effective the first pay period after their Anniversary date for those who have 5 years or more of service.	GAA
5 Florida Fraternal Order of Police (FOP) - Special Agent Unit (2 Article at Impasse)				
6	23 - Workday, Workweek and Overtime	State Proposal: Status Quo <i>FDLE currently operates under a 160-hour/28-day work period. Union proposal would shorten period during which the agency could offset potential overtime.</i>	Union Proposal of December 5, 2023: "The normal workweek for each full time employee shall be 40 hours. The normal work period for unit members shall be 80 hour/14-day extended work period as provided by Rule 60L-34.003 F.A.C."	Status Quo
7	25 - Wages	State Proposal: Section 1 - General Pay Provisions All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025. Section 2 – Pay Additives Pay Additives will be administered to eligible members of the bargaining unit. Section 3 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.	Union proposal of November 30, 2023: Section 2(A): (A) Night Shift Differential of 5% of the base rate of pay for the class shall be paid to members scheduled for a minimum of 24 hours to an evening, night, rotating or split shift when the major portion of the hours assigned during the shift are between 5:00 p.m. and 6:00 a.m, and the scheduled shift occurs during out-of-state Protective Operations missions or missions arising as the result of an Executive Order." Section 4 - Increase to Minimum Annual Base Rate of Pay In accordance with the GAA for FY 2024-2025, effective July 1, 2024, the minimum annual base rate of pay for each eligible unit employee shall be \$70,000. Section 5: Loyalty and Longevity Pay Plan Eligible employees with at least 5 years of continuous service shall receive a \$3,000 increase to their base rate of pay, effective July 1, 2024. The member must be in good standing, receive at least a 3 on their performance evaluation, and meet all training requirements. Section 6: Progression Pay Plan In accordance with the GAA for FY 2024-2025, effective July 1, 2024, funds in the amount of \$4,000,015 shall be appropriated to institute a progression pay plan to address compression within classes (details not available as of 11/30/2023).	GAA

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8	Federation of Physicians and Dentists (FPD):			
9	FPD - Selected Exempt Service (SES) - Attorneys Unit (1 Article at Impasse)			
10	18 - Wages	<p><u>State Proposal:</u> Section 1 - General Pay Provisions All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025.</p> <p>Section 2 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>	<p><u>Union Proposal of December 19, 2023:</u> Section 3 - "In accordance with Section 8 of the General Appropriations Act for Fiscal Year <u>2024-2025</u> 2023-2024, effective July 1, <u>2024</u> 2023, each eligible employee's June 30, <u>2024</u> 2023, base rate of pay shall be increased by <u>three and one-half</u> five percent (<u>3.5%</u> 5%) to address elevated inflation and provide a competitive pay adjustment. This inflation and competitive pay adjustment shall be made before any other adjustment(s)."</p>	GAA
11	FPD - Selected Exempt Service (SES) - Physicians Unit (1 Article at Impasse)			
12	18 - Wages	<p><u>State Proposal:</u> Section 1 - General Pay Provisions All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025.</p> <p>Section 2 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>	<p><u>Union Proposal of December 19, 2023:</u> Section 3 - "In accordance with Section 8 of the General Appropriations Act for Fiscal Year <u>2024-2025</u> 2023-2024, effective July 1, <u>2024</u> 2023, each eligible employee's June 30, <u>2024</u> 2023, base rate of pay shall be increased by <u>three and one-half</u> five percent (<u>3.5%</u> 5%) to address elevated inflation and provide a competitive pay adjustment. This inflation and competitive pay adjustment shall be made before any other adjustment(s)."</p>	GAA
13	FPD - Selected Exempt Service (SES) Supervisors Unit (1 Article at Impasse)			
14	25 - Wages	<p><u>State Proposal:</u> Section 1 - General Pay Provisions All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025.</p> <p>Section 2 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>	<p><u>Union Proposal of December 19, 2023:</u> Section 3 - "In accordance with Section 8 of the General Appropriations Act for Fiscal Year <u>2024-2025</u> 2023-2024, effective July 1, <u>2024</u> 2023, each eligible employee's June 30, <u>2024</u> 2023, base rate of pay shall be increased by <u>three and one-half</u> five percent (<u>3.5%</u> 5%) to address elevated inflation and provide a competitive pay adjustment. This inflation and competitive pay adjustment shall be made before any other adjustment(s)."</p>	GAA

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15	Florida State Fire Service Association - Fire Service Unit (All Articles at Impasse)			
16	6 - Grievance Procedure	<p><u>State Proposal:</u> Status Quo</p> <p><i>The current provision was negotiated to ensure the neutrality of the arbitrator addressing the arbitrability of the grievance. Union proposal would reverse this assurance of neutrality. All the collective bargaining agreements contain this provision.</i></p>	<p><u>Union Proposal of December 28, 2023:</u> Proposes striking Section 5(e) which pertains to the process when arbitrability is raised by either party.</p>	Status Quo
17	25 - Wages	<p><u>State Proposal:</u> Section 2 – Pay Additives Pay Additives will be administered to eligible members of the bargaining unit.</p> <p>Section 3 – Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>	<p><u>Union Proposal of December 28, 2023:</u> Proposes a new Section 2: Section 2 - Deployment to a Facility or Area Closed due to Emergency "In accordance with Section 8 of the General Appropriations Act for Fiscal 2023-2024, contingent upon availability of funds and at the Agency Head's discretion, and at the authorization of the Executive Branch or Legislative Branch, each agency is authorized to grant temporary special duties pay additives up to 15 percent of the employee's base rate of pay to each employee temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed."</p> <p>Proposes a new Section 3: Cash Payout of Annual Leave: "Permanent Career Service employees shall be given the option of receiving up to 24-hours of unused annual leave each December, in the form of a cash payout subject to, and in accordance with, s. 110.219(7), F.S."</p> <p>Section 4: Performance Pay "In accordance with the authority provided in the Fiscal Year General Appropriations Act, contingent on the availability of funds and at the Agency Head's discretion, and at the authorization of the Executive Branch or Legislative Branch, each agency shall authorize performance pay increases, which the provided reward shall be outlined within the performance evaluation achievable goals, based on the employee's exemplary performance, as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C. Requirement of employees to obtain a job offer from outside the agency for review if the agency wishes to retain and offer pay increase shall be prohibited."</p> <p>Proposes a new Section 5: Competitive Area Differential: "A Competitive Area Differential pay review will be conducted by the State. Utilizing the provided competitive area differential study the state shall provide for each represented bargaining unit position within the Florida State Fire Service Association Local S20, adjustments commensurate with the approved and awarded provisions to adjust pay within these positions to bring them in line with current costs of living and equitable wage provisions for same job which have increased causing severe hiring and retention of staff within the assigned positions."</p> <p>Proposes a new Section 6: Seniority/Compression Pay Scale Adjustments: "Due to Pay Compression a pay adjustment to existing bargaining employees with three years of combined service. A pay adjustment of 1/2% pay raise for every year of service. (Example: an employee with 6 years of combined service will receive a 3% pay adjustment, an employee with 12 years of service will receive 6% pay adjustment.) This is needed due to all firefighters being adjusted to \$41,600, which allowed one-year employees making the same as 15-20 year employees."</p>	GAA
18	26 - Uniforms, Equipment & Awards	<p><u>State Proposal:</u> Status Quo</p>	<p><u>Union Proposal of December 28, 2023:</u> Proposes removing Section 1 - Uniform Allowance, adding the word Uniforms to the title of Section 2 - Uniforms & Equipment and to the beginning of the section: Uniforms & Equipment required as part of the employee's job duties will be provided by the agency for use at no cost to the employee, and renumbering all sections. Where handheld radios are provided, they will be suitable for firefighting use, Where it is current practice, shield or star style badges shall be provided to employees. Collar brass will continue to be standard issue per agency policy, Name tags shall continue to be standard issue per agency policy.</p>	Status Quo

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19	29 - Health and Welfare	<p><u>State Proposal:</u> SECTION 1 – Employee Assistance Program (A) The State and the Union encourage and support the maintenance of an Employee Assistance Program Where a state agency has adopted an employee assistance program pursuant to section 110.1091, Florida Statutes, <u>through which</u> the state will make psychological and substance abuse counseling, <u>and other consultative services</u> available.</p> <p>SECTION 3 - Florida Forest Service (FFS) Fire Fighter Health/Physical Fitness Standards Proposes new language specifying that: <u>Comprehensive medical examination completed by the FFS approved State provider can substitute for the pulmonary function and resting blood pressure evaluations required for up to twenty-four (24) months.</u></p> <p>Proposes amending Section 3 (D)(2) to switch from the two-mile walk with a 25lb weighted vest to be completed within 30 minutes to a one mile walk to be completed within 16 minutes; no weighted pack (known as the light capacity fitness test) to address both retention and recruitment issues within the FFS firefighting force.</p>	<p><u>Union Proposal of December 28, 2023:</u> Proposes adding a new Section 4: Personnel Cancer Safety, which guarantees the opportunity for all FSFSA employees to be provided a LifeScan or comparative review at least once every twenty-four (24) months, at no cost to the employee. Training shall be provided to each employee for the purpose of familiarization and preventative measures to be taken to limit the exposure to cancer causing agents. Decontamination procedures to be established and utilized to remove cancer causing means to include cleaning of exposed items. Contaminated clothing shall be properly cleaned by recognized means by which the employee shall not expose them or others to cross contamination at no cost to the employee.</p>	State Proposal
20	Police Benevolent Association (PBA):			
21	PBA - Florida Highway Patrol Unit (2 Articles plus Wages and Insurance Benefits at Impasse)			
22	15 - Seniority	<p><u>State Proposal:</u> Status Quo</p>	<p><u>Union Proposal of November 27, 2023:</u> Section 2 - "Except under extraordinary circumstances, vacations, shifts, shift transfers, regular days off, <u>and zone preference</u> shall be scheduled with due regard for the <u>seniority in rank, employee preference and</u> needs of the agency. Seniority, and employee preference. The state and the PBA understand that there may be times when the needs of the agency will not permit such scheduling."</p>	Status Quo
23	16- Employment Outside State Government	<p><u>State Proposal:</u> Status Quo</p>	<p><u>Union Proposal of November 28, 2023 (submission erroneously dated Nov 3, 2023):</u> Section 3(B) - "Scheduling of off-duty police employment shall be at the discretion <u>done by the member with the oversight</u> of the agency."</p>	Status Quo

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24	25 - Wages	<p><u>State Proposal:</u> Section 3 - Performance Pay Contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>	<p><u>Union Proposal of November 30, 2023:</u> Section 3 - Performance Pay Amends provision: "contingent upon the availability of funds and at the Agency Head's discretion and each agency is authorized to grant merit pay increases based on the employee's exemplary performance.</p> <p>Section 4 - base rate of pay shall be increased by 5.38 percent <u>\$10,000 per bargaining unit member</u> to address rising inflation. The inflation pay adjustment shall be made before any other adjustments.</p> <p>Section 5 - the minimum annual base rate of pay for each eligible unit employee shall be \$52,500 <u>\$62,500</u> for the Rank of Trooper.</p> <p>Section 6 - Authorizes DHSMV to grant Critical Market Pay additives to sworn law enforcement officers residing in and assigned to: 1. Monroe County will receive \$8,000 <u>\$15,000</u> per year, 2. 28 Counties will receive \$5,000 <u>\$10,000</u> per year, 3. 38 Counties will receive 0 <u>\$7,500</u> per year.</p> <p>Authorizes DHSMV to grant up to 2 special duties pay additives of \$2,000 <u>\$5,000</u> for law enforcement officers who perform certain additional duties.</p> <p>Section 7 - Authorizes DHSMV to continue to grant a pay additive of \$162.50 <u>\$325.00</u> per pay period for law enforcement officers assigned to the Office of Motor Carrier Compliance/Florida Highway Patrol Office of Commercial Vehicle Enforcement who maintain certification by the Commercial Vehicle Safety Alliance."</p>	GAA
25	27 - Insurance Benefits	<p><u>State Proposal:</u> In accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2024-2025.</p> <p><i>The Health Insurance Subsidy (HIS) is an economic issue that requires legislative approval and is a retiree benefit. This Unit does not represent retirees and the contract does not contain provisions related to retirement benefits.</i></p>	<p><u>Union Proposal of November 28, 2023:</u> "SECTION 3: Retiree Healthcare Supplement A) The State will provide all retirees with a health care supplement in the amount of \$7.50 <u>\$15.00</u> for each active year of service, up to thirty (30) years of service with the State of Florida."</p> <p>The Union clarified the supplement would be for each active year of service for up to 30 years to align with current provisions, but revised proposal to read "with the State of Florida" rather than "with the FRS".</p>	GAA
26	PBA - Law Enforcement Unit (2 Articles at Impasse)			
27	25 - Wages	<p><u>State Proposal:</u> Section 1 - Pay provisions are in accordance with Section 8 of the Governor's Recommended GAA for Fiscal Year 2024-2025.</p> <p>Section 2 - Pay Additives will be administered to eligible members of the bargaining unit.</p> <p>Section 3 - Performance Pay will be contingent upon the availability of funds and at the Agency Head's discretion and based on the employee's performance rating of at least commendable.</p>	<p><u>Union Proposal of November 27, 2023:</u> Section 4 - Increases the base rate of pay increased by 5.0 <u>ten percent (10%)</u> to address elevated inflation and provide a competitive pay adjustment.</p> <p>Section 5 - <u>In accordance with Section 8 of the GAA for FY 2024-2025, effective July 1, 2024, the minimum annual base rate of pay for each eligible unit employee shall be \$55,000</u></p>	GAA
28	27 - Insurance Benefits	<p><u>State Proposal:</u> In accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2024-2025.</p> <p><i>The Health Insurance Subsidy (HIS) is an economic issue that requires legislative approval and is a retiree benefit. This Unit does not represent retirees and the contract does not contain provisions related to retirement benefits.</i></p>	<p><u>Union Proposal of November 28, 2023:</u> "The State will provide all retirees with a health care supplement in the amount of \$7.50 <u>\$15.00</u> for each active year of service."</p> <p>The Union clarified the supplement would be for each active year of service for up to 30 years to align with current provisions, but revised proposal reads "with the State of Florida" rather than "with the FRS".</p>	GAA

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Line	Article	State's Last Proposal	Union's Last Proposal	House Offer
29	PBA - Security Services Unit (1 Article at Impasse)			
30	25 – Wages	<p>State Proposal:</p> <p>All provisions are in accordance with Section 8 of the Governor's Recommended GAA for FY 2024-2025.</p> <p>Section 2 - Pay Additives will be administered to eligible members of the bargaining unit.</p> <p>Section 3 – Performance Pay In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2024-2025, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p> <p>Section 4 - A special pay adjustment to the annual base rate of pay is provided for correctional officers and correctional probation officers as follows: (1) \$1,000 special pay adjustment for each employee with at least two years but less than three years of combined continuous service in one or more of the classes listed below. (2) \$500 special pay adjustment for each employee with at least five years but less than six years of combined continuous service in one or more of the classes listed below. 3) \$1,000 special pay adjustment for each employee with at least eight years but less than nine years of combined continuous service in one or more of the classes listed below.</p> <p>-Correctional Officer (8003) -Correctional Officer Sergeant (8005) -Correctional Officer Lieutenant (8011) -Correctional Officer Captain (8013) -Correctional Probation Officer (8036) -Correctional Probation Senior Officer (8039) -Correctional Probation Specialist (8040) -Correctional Probation Supervisor (8045) -Correctional Probation Senior Supervisor (8046)</p>	<p>Union Proposal of November 6, 2023:</p> <p>Section 3 - Competitive Pay Adjustment "Effective July 1, 2024, each member of the bargaining unit employed on June 30, 2024, base rate of pay shall be increased by five percent (5%). The competitive pay adjustment shall be made before any other adjustment(s)."</p> <p>"Section 5- Retention Pay All bargaining unit members with 5 or more years of consecutive service within the bargaining unit on July 1, 2024 shall receive a 2.0 percent raise in base pay effective Oct 1, 2024."</p> <p>"The State agrees to support funding of the following Retention Bonus Schedule starting with Fiscal year 2024-2025:"</p> <p>"Effective July 1, 2024, all bargaining unit members are eligible to receive a retention bonus on the anniversary of their date of hire. As an example, if an employee is hired on January 1, their anniversary is January 1 every year thereafter. A bargaining unit member with 5 years in will receive a 1 percent raise on their anniversary date and a member with 21 years of service would receive a 2.50 percent raise on their anniversary date. Eligibility is based on a rating of 3.0 or higher on last evaluation and no severe discipline during the last 12 months. The definition of severe discipline for the purpose of retention bonus will be an 8-hour suspension or above."</p> <p>"The retention Bonus Schedule shall provide as follows: Anniversary Years 5 to 9-1% each year Anniversary Years 10 to -14 1.50% each year Anniversary Years 15 to 19- 2.0% each year Anniversary Years 20 or above- 2.50% each year"</p> <p>"Section 6: Special Pay Additives: Effective Jan 1, 2025 all bargaining unit members that are assigned to Close Management Units and Seach Offender to Ensure Compliance (SOTEC). shall receive a Special Pay additive of 10 percent."</p> <p>"2) Effective January 1, 2025, all bargaining unit members that are assigned to shift assignments/posts that work between the hours of Friday at 6:00pm and Sunday at 6:00am will receive a special pay additive of \$125.00 per month." "3) Effective July 1, 2024, all bargaining unit members that have used less than 24 hours of unscheduled absences during the period of July 1,2024 to May 1,2025 shall receive a onetime pay bonus of \$ 1000.00."</p> <p>Added Section 7 - Overtime "1)All members of the bargaining unit shall receive overtime pay including Correctional Officer Lieutenants, Correctional Officers Captains, Correctional Probation Supervisors, and Correctional Probation Senior Supervisor. No member of the bargaining Unit shall work at any time without compensation."</p>	GAA