



## **Appropriations Conference Chairs**

**Monday, March 7, 2016  
412 Knott Building**



## **Appropriations Conference Chairs**

### **SENATE OFFER #1**

**HB 5007 - Collective Bargaining**

**Monday, March 7, 2016  
412 Knott Building**

**Senate Appropriations Committee/House Appropriations Committee**

**Fiscal Year 2016-2017**

**Collective Bargaining - Senate Bill 2504/ House Bill 5007**

<b>Line</b>	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>Senate Offer # 1</b>	<b>Line</b>
1	<b>Federation of Physicians and Dentists:</b>				1
2	<b>Selected Exempt Service (SES) - Attorneys Unit (21 Articles agreed to, 5 Articles at Impasse)</b>				2
3	3 – Vacant	State Proposal of January 8, 2016: Status Quo	Union Proposal of February 3, 2016: any statutory changes to the FRS will not apply to unit members.	Status Quo	3
4	15 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	4
5	18 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 3, 2016: 4 percent salary increase with a minimum of \$2,000, agency authorized to grant \$1,000 merit increases and \$2,000 competitive pay adjustments.	GAA	5
6	19 – Insurance Benefits	State Proposal of November 23, 2015: Selected exempt employees shall pay the same health insurance premiums as career service employees.	Union Proposal of February 3, 2016: maintain current health insurance benefits and premiums. 30 day notice of changes.	GAA	6
7	22 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	7
8	<b>Selected Exempt Service (SES) - Supervisory Non-professional Unit (25 Articles agreed to, 6 Articles at Impasse)</b>				8
9	3 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	9
10	9 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	10
11	23 – Insurance Benefits	State Proposal of November 23, 2015: Selected exempt employees shall pay the same health insurance premiums as career service employees.	Union Proposal of November 25, 2015: maintain current health insurance benefits and premiums. 30 day notice of changes.	GAA	11
12	24 – Vacant	State Proposal of January 8, 2016: Status Quo	Union Proposal of November 25, 2015: Any changes in statute regarding the FRS shall not apply to this unit.	Status Quo	12
13	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of November 25, 2015: 4 percent salary increase with a minimum of \$2,000, agency authorized to grant \$1,000 merit increase, and \$2,000 competitive pay adjustments.	GAA	13
14	27 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	14

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**Fiscal Year 2016-2017**

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15	<b>Selected Exempt Service (SES) - Physicians Unit (22 Articles agreed to, 4 Articles at Impasse)</b>				15
16	3 – Vacant	State Proposal of January 8, 2016: Status Quo	Union Proposal of February 3, 2016: any statutory changes to the FRS will not apply to unit members.	Status Quo	16
17	18 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 3, 2016: 4 percent salary increase with a minimum of \$2,000, agency authorized to grant \$1,000 merit increases and \$2,000 competitive pay adjustments.	GAA	17
18	19 – Insurance Benefits	State Proposal of November 23, 2015: Selected exempt employees shall pay the same health insurance premiums as career service employees.	Union Proposal of February 3, 2016: maintain current health insurance benefits and premiums. 30 day notice of changes.	GAA	18
19	22 – Vacant	State Proposal of January 8, 2016: Status Quo	No proposal	Status Quo	19
20	<b>Florida State Fire Service Association - Fire Service Unit (29 Articles agreed to, 5 Articles at Impasse)</b>				20
21	9 – Voluntary Reassignment, Transfer, Change in Duty Station and Promotions	State Proposal of November 30, 2015: Clarifies and amends the request process for reassignments, lateral actions, transfers, change in duty stations, and promotions. Employees will receive priority consideration for promotions outside the bargaining unit.	Union Proposal of September 12, 2015: The state will make a good faith effort to fill vacant supervisor position with unit members.	State's November 30, 2015 proposal, but combining state's and union's proposal on promotions.	21
22	23 – Hours of Work and Overtime	State Proposal of October 20, 2015: Revises language concerning the general use of special compensatory leave to bring it in line with statute	Union Proposal of September 12, 2015: Employees will be paid overtime for work hours in excess of 8 hours except in emergencies. Hours worked on scheduled days off shall be paid overtime.	State's Proposal October 20, 2015	22
23	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of September 12, 2015 : \$2,000 salary increase, Competitive Area Differentials, and 10 percent hazard pay.	GAA	23
24	26 – Vacant	State Proposal of November 17, 2015: Status Quo	Union Proposal of September 12, 2015: Promotional Step Pay Plan. 4 promotional steps based on time in service, training, performance evaluations, and qualifications.	Status Quo	24
25	27 – Vacant	State Proposal of November 17, 2015: Status Quo	Union Proposal of September 12, 2015: \$250 uniform maintenance allowance.	Status Quo	25
26	<b>AFSCME Florida Council 79 (33 Articles agreed to, 1 Article at Impasse)</b>				26
27	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 3, 2016: A 3 percent salary increase.	GAA	27

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**Fiscal Year 2016-2017**

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28	<b>Police Benevolent Association:</b>				28
29	<b>Law Enforcement Unit (30 Articles agreed to, 4 Articles at Impasse)</b>				29
30	5 – Employee Representation and PBA Activities	State Proposal of January 28, 2016: Status Quo	Union Proposal of September 24, 2015: Attendance at negotiations shall be considered time worked rather than administrative leave.	Status Quo	30
31	18 – Hours of Work, Leave and Job-Connected Disability	State Proposal of February 12, 2016: Agency determines whether an employee is required to take a lunch break.	Union Proposal of September 24, 2015: Employees shall not be required to take a lunch break.	State's Proposal February 12, 2016	31
32	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 18, 2016: 2 percent salary increase. Create a work group composed of agency and bargaining unit members to develop a career development plan and submit a proposal to the Speaker and President.	GAA	32
33	27 – Insurance Benefits	State Proposal of November 23, 2015: Status quo.	Union Proposal of September 24, 2015: Convert sick leave credits into a Health Savings Account.	GAA	33
34	<b>Florida Highway Patrol Unit (30 Articles agreed to, 4 Articles at Impasse)</b>				34
35	5 – Employee Representation and PBA Activities	State Proposal of January 28, 2016: Status Quo	Union Proposal of September 24, 2015: Attendance at negotiations shall be considered time worked rather than administrative leave.	Status Quo	35
36	18 – Hours of Work, Leave and Job-Connected Disability	State Proposal of February 12, 2016: Agency determines whether an employee is required to take a lunch break.	Union Proposal of September 24, 2015: Employees shall not be required to take a lunch break.	State's Proposal February 12, 2016	36
37	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 18, 2016: 2 percent salary increase. Create a work group composed of agency and bargaining unit members to develop a career development plan and submit a proposal to the Speaker and President.	GAA	37
38	27 – Insurance Benefits	State Proposal of November 23, 2015: Status quo.	Union Proposal of September 24, 2015: Convert sick leave credits into a Health Savings Account.	GAA	38
39	<b>Florida Lottery (29 Articles agreed to, 3 Articles at Impasse)</b>				39
40	21 – On-Call Assignment, Call Back, Court Appearance	State Proposal of November 23, 2015: Status Quo	Union Proposal of October 20, 2015: Section 2 - Increase On-call pay from \$2 to \$4 per hour. Section 3 - Increase minimum call back time from 2 to 4 hours	Status Quo; except Union's Proposed Section 3 October 20, 2015	40
41	22 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 18, 2016: 2 percent salary increase. Create a work group composed of agency and bargaining unit members to develop a career development plan and submit a proposal to the Speaker and President.	GAA	41

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**Fiscal Year 2016-2017**

**Collective Bargaining - Senate Bill 2504/ House Bill 5007**

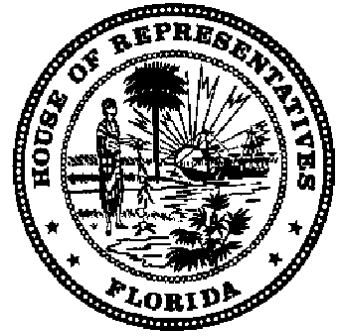
<b>Line</b>	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>Senate Offer # 1</b>	<b>Line</b>
42	23 – Uniforms, Equipment and Service Awards	State Proposal of November 23, 2015: Status Quo	Union Proposal of October 20, 2015: Lottery to provide three dedicated law enforcement vehicles and equipment for assignment to officers.	Status Quo	42
43	<b>Special Agent (28 Articles agreed to, 4 Articles at Impasse)</b>				43
44	5 – Employee Representation and Association Activities	State Proposal of January 28, 2016: Status Quo	Union Proposal of September 24, 2015: Negotiation Team can attend collective bargaining session as time worked rather than administrative leave.	Status Quo	44
45	23 – Workday, Workweek and Overtime	State Proposal of February 12, 2016: Agency determines whether an employee is required to take a lunch break.	Union Proposal of September 24, 2015: Employees shall not be required to take a lunch break.	State's Proposal February 12, 2016	45
46	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of February 18, 2016: 2 percent salary increase. Create a work group composed of agency and bargaining unit members to develop a career development plan and submit a proposal to the Speaker and President.	GAA	46
47	27 – Insurance Benefits	State Proposal of November 23, 2015: Status quo.	Union Proposal of September 24, 2015: Convert sick leave credits into a Health Savings Account.	GAA	47
48	<b>Teamsters Local Union No. 2011 - Security Services Unit (23 Articles agreed to, 10 Articles at Impasse)</b>				48
49	5 – Union Activities and Employee Representation	State Proposal of January 22, 2016: Parties have agreed to changes in this article other than those proposed by the union on September 30, 2015.	Union Proposal of September 30, 2015: Require Agency to give 4 weeks notice before any policy change.	State's Proposal January 22, 2016	49
50	6 – Grievance Procedure	State Proposal of February 26, 2016: Proposes using the official grievance form at Steps 2 and 3 of the grievance procedure.	Union Proposal of December 3, 2015: Strikes language excusing management from back pay generated due to union requested continuances for arbitration. Allows employees in probationary status due to promotion to grieve disciplinary actions.	Status Quo	50
51	7 – Discipline and Discharge	State Proposal of February 24, 2016: Parties have agreed to changes in this article other than those proposed by the union on March 1, 2016.	Union Proposal of March 1, 2016: Provides for expiration dates of disciplinary actions to be used in progressive discipline, including written reprimands and suspensions. Strikes language that provides that probationary employees serve at the discretion of the agency head.	State's Proposal February 24, 2016	51
52	8 – Workforce Reduction	State Proposal of January 25, 2016: Aligns language pertaining to veteran preference with law.	Union Proposal of November 17, 2015: Provides that retention rights during a layoff pertains to probationary employees. Provides that an employee may not be laid off as a function of being privatized and that a successor entity be bound by the provisions of this bargaining agreement.	State's Proposal January 25, 2016	52

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53	9 – Lateral Action, Reassignment, Transfer, Change in Duty Station	State Proposal of January 25, 2016: Status Quo	Union Proposal of December 3, 2015: Propose shift changes be done through an employee request process. Allow employee movement request within institutions. Reassignments will be done first on a voluntary basis, then based on the least seniority.	Status Quo	53
54	10 – Promotions	State Proposal of January 25, 2016: Status Quo	Union Proposal of September 30, 2015: Strikes language placing employees in probationary status upon promotion.	Status Quo	54
55	13 – Safety	State Proposal of January 25, 2016: Status Quo	Union Proposal of December 3, 2015: Provides for the state to comply with statute regarding state-owned vehicles, minimum staffing requirements and proper maintenance of equipment. Provide probation officers with individual bullet proof vests, phones and radios. Allow to grieve to arbitration.	Status Quo	55
56	22 – Job Connected Disability	State Proposal of September 30, 2015: Combine and amend language to comport with DMS Rule.	Union Proposal of September 30, 2015: Status Quo	State's Proposal September 30, 2015	56
57	24 – On-Call Assignment and Call-back	State Proposal of February 26, 2016: Status Quo	Union proposal of February 17, 2016: On-call assignments shall be assigned first on a voluntary basis.	Status Quo	57
58	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	Union Proposal of November 17, 2015: A 3 percent base pay increase for all employees, an additional 3 percent for those with 3-5 years of service, an additional 5 percent increase for 5 or more years of service, and various pay additives for employees working in select counties, shift differentials, and for employees assigned to certain work units or teams.	GAA	58
59	<b>Florida Nurses Association - Professional Health Care Unit (8 Articles agreed to, 2 Articles at Impasse)</b>				59
60	24 – On-Call Assignment	State Proposal of December 16, 2015: Status Quo	Union Proposal of October 21, 2015: Increase On-call pay from \$1 to \$3 per hour.	Status Quo	60
61	25 – Wages	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	February 18, 2016: Raise minimum salaries for a number of covered job classes. 4.5% salary increase for all covered job classes.	GAA	61
62	<b>Federation of Public Employees - Lottery Administrative &amp; Support Bargaining Unit (29 Articles agreed to, 1 Article at Impasse)</b>				62
63	12 – Wages and Pay Plan	State Proposal of November 23, 2015: Up to \$1,500 in performance related bonuses.	No Proposal	GAA	63



## **Appropriations Conference Chairs**

# **Senate Supplemental Funding Initiatives**

**Monday, March 7, 2016  
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## SENATE SUPPLEMENTAL FUNDING ISSUES

#	Sub	Project Title	GR Recurring	GR Nonrec	Subtotal	Trust
1	K-12	Benchmark & Intervention/ Student and Teacher Support		500,000	500,000	
2	K-12	Public Broadcast Learning Media		882,000	882,000	
3	HI	Digital Enhancement for University Security		900,000	900,000	
4	HI	Hillsborough Community College - Operational Support	500,000		500,000	
5	HI	Santa Fe College - Operational Support	500,000		500,000	
6	HHS	Alachua County Organization for Rural Needs (ACORN)		300,000	300,000	
7	HHS	APD Adult Day Training 1:3 for Minimum Wage Compliance	1,759,833		1,759,833	2,753,717
8	HHS	APD Adult Day Training 1:3 3% Across-the-Board Increase	974,583		974,583	1,524,989
9	HHS	APD Personal Supports 3% Across-the-Board Increase	2,710,303		2,710,303	4,240,974
10	HHS	APD Residential Habilitation 3% Across-the-Board Increase	4,242,289		4,242,289	6,638,165
11	HHS	ARC Broward		500,000	500,000	
12	HHS	Clearwater Free Clinic FCO		500,000	500,000	
13	HHS	Grants And Aids - Fixed Capital Outlay - Violeta Duenas Senior Center		400,000	400,000	
14	HHS	Loveland Center Student Services		500,000	500,000	
15	HHS	Expanded Primary Care Access Program - Manatee, Sarasota and Desoto Counties		500,000	500,000	
16	HHS	Russell Home		250,000	250,000	
17	HHS	Sunrise ARC		250,000	250,000	
18	CJ	Job Candidate Behavioral Assessment Tool		400,000	400,000	
19	CJ	Review of Substance Abuse Industry (Circuit 15 - Sober Homes)		275,000	275,000	
20	CJ	Virgil Hawkins Florida Chapter Bar Association		50,000	50,000	
21	TED	Institute for the Commercialization of Public Research		3,000,000	3,000,000	
22	TED	DOS Cultural Facilities Grant List - FCO		2,250,000	2,250,000	
23	TED	DOS Cultural General Support Grant List		10,000,000	10,000,000	
24	TED	Hillsborough Homelessness Initiative		200,000	200,000	
25	TED	Historic Seminole Theater		300,000	300,000	
26	TED	International Consortium for Advanced Manufacturing Research		5,849,170	5,849,170	
27	TED	Ludlam Redevelopment Project		2,000,000	2,000,000	
28	TED	National Organization of Black Elected Legislative Women - National Convention		50,000	50,000	
29	TED	Nathan Benderson Park		500,000	500,000	
30	TED	Orlando Science Center		550,000	550,000	
31	TED	Permanent Generator for Life Station at Emergency Operations Center FCO		50,000	50,000	
32	TED	Tampa Heights Youth Civic Center Relocation		600,000	600,000	
33	TED	Tampa Innovation Alliance		250,000	250,000	
34	TED	The Diversity Initiative - Tampa		100,000	100,000	
35	TED	Transitions House Homeless Veterans Program - Osceola		150,000	150,000	
36	TED	West End - Startup FIU		750,000	750,000	
37	GGAG	City of Lauderhill Parkway Park/North Fork of New River		850,000	850,000	
38	GGAG	Palm Beach County Lake Region Water Infrastructure Improvement Projects		500,000	500,000	
39	GGAG	Malacompra Basin		300,000	300,000	
40	GGAG	Port Everglades IMP Implementation		492,500	492,500	
41	PECO	UNF Skinner Jones Hall - PECO		11,000,000	11,000,000	