



Appropriations Conference Chairs

SB 2504 - State Employees (Collective Bargaining)

SENATE OFFER 1

**Saturday, April 29, 2023
412 Knott Building**

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2023-2024

Collective Bargaining - Senate Bill 2504/ House Bill 5005

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
1	Florida State Fire Service Association - Fire Service Unit (5 Articles at Impasse)			
2	6 - Grievance Procedure	<u>State Proposal:</u> Status Quo	<u>Union Proposal of December 14, 2022:</u> Proposes striking Section 5(e) which pertains to the process when arbitrability is raised by either party.	Status Quo
3	23 - Hours of Work and Overtime	<u>State Proposal:</u> Status Quo	<p><u>Union Proposal of December 14, 2022:</u></p> <p>Section 1: The Union proposes adding language to subsection 1(A) - Hours of Work and Overtime, to change the normal work period for unit positions in the Department of Children and Families (DCF) and the Department of Military Affairs (DMA).</p> <p>Section 6: A change of language to Section 6(B)(2) to permit employees to bank up to a maximum of 120 hours of special compensatory leave for use during wildland fire season or hurricane season in lieu of annual leave use.</p> <p>Adds subsection (3) to Section 6(B) that "An employee may be required to reduce compensatory leave credit balances, but at no time will be disciplined or coerced by mandating its use for the benefit of the agency."</p> <p>Section 7: The Union proposes adding a new proposed Section 7 – Hazard/Physical Hardship Duty Pay Additive: " (A) When hazardous situations or physical hardships exist, non-high risk bargaining unit members will receive an additional hourly pay adjustment of no less than 10% of hourly base rate per hour when performing such duties."</p> <p>"(B) Hazardous duty is defined as duty performed under circumstances which could result in serious injury or death. Duty involving a physical hardship is duty that may not in itself be hazardous but could cause extreme physical discomfort or distress and is not adequately alleviated by protective or mechanical devices or procedures in place."</p>	Status Quo

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2023-2024

Collective Bargaining - Senate Bill 2504/ House Bill 5005

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
4	25 - Wages	<p><u>State Proposal:</u> All provisions are in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2023-2024.</p> <p>Section 1 - Pay Additives will be administered to eligible members of the bargaining unit.</p> <p>Section 2 - 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>Section 3 - Competitive Pay Adjustment: Effective July 1, 2023, each eligible employee's June 30, 2023, 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><u>Union Proposal of December 14, 2022:</u> Section 2: Proposes adding language which states "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>Section 3: Proposes adding a new Section 3 - Cash Payout of Annual Leave: "Permanent Career Service employees may 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, section 110.219(7), Florida Statutes."</p> <p>Section 4: "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 Florida Administrative Code. <u>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.</u>"</p> <p>Section 5: 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>Section 6: Proposes a new Section 6 - Seniority Pay Scale Adjustments: "Due to Pay Compression a pay adjustment to existing bargaining employees with five years of combined service. A pay adjustment of 1% pay raise for every year of service. (Example: an employee with 6 years of combined service will receive a 6% pay adjustment, an employee with 12 years of service will receive 12% 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

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2023-2024

Collective Bargaining - Senate Bill 2504/ House Bill 5005

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
5	26 - Uniforms, Equipment & Awards	State Proposal: Status Quo	Union Proposal of December 14, 2022: 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.	Status Quo
6	29 - Health and Welfare	State Proposal of January 11, 2023 Proposed removing Section 3 (D)(2) - Initial Fitness Testing and renumbering the remaining sections because provisions for prospective hires are not appropriate in the contract. .	Union Proposal of December 14, 2022: 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.	State Proposal

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2023-2024

Collective Bargaining - Senate Bill 2504/ House Bill 5005

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
7	Fraternal Order of Police - Special Agent (1 Article at Impasse)			
8	23 - Workday, Workweek and Overtime	<u>State Proposal:</u> Status Quo	<u>Union Proposal of October 12, 2022:</u> Revises Section 1- Overtime to reflect the normal work period for unit members shall be an 80-hour/14-day extended work period as provided by Rule 60L-34.003 F.A.C.	Status Quo
9	Police Benevolent Association -Security Services Unit (1 Article at Impasse)			
10	25 – Wages	<u>State Proposal:</u> All provisions are in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2023-2024. Section 1 - Pay Additives will be administered to eligible members of the bargaining unit. Section 2 - 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. Section 3 - Competitive Pay Adjustment: Effective July 1, 2023, each eligible employee's June 30, 2023, base rate of pay shall be increased by five percent (5%). The competitive pay adjustment shall be made before any other adjustment(s). Section 4 - Effective July 1, 2023, if, after the competitive pay adjustment, the minimum annual base rate for any employee in the following classes is below the amount indicated below, such employees shall be provided an adjustment to bring their respective salary to the new adjusted annual base rate of: (1) Correctional Officer (8003) \$47,840 (2) Correctional Officer Sergeant (8005) \$52,624 (3) Correctional Officer Lieutenant (8011) \$60,518 (4) Correctional Officer Captain (8013) \$66,570 (5) Correctional Probation Officer (8036) \$47,840 (6) Correctional Probation Senior Officer (8039) \$52,624 (7) Correctional Probation Specialist (8040) \$60,518 (8) Correctional Probation Supervisor (8045) \$66,570 (9) Correctional Probation Senior Supervisor (8046) \$76,556	<u>Union Proposal of March 8, 2023:</u> Sections 1- 4 comport with State's revised proposal of 2/20/23. However the Union's proposal adds the following: "Section 5- Retention Pay All bargaining unit members with more than 5 years of consecutive service within the bargaining unit on July 1, 2023 shall receive a 2.0 percent raise in base pay effective Oct 1, 2023." "The State agrees to support funding of the following Retention Bonus Schedule starting with Fiscal year 2024-2025." "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 ever (sic) year thereafter. 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 a 08-hour suspension or above." "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" "Section 6: Special Pay Additives: Effective Jan 1, 2024 all bargaining unit members that are assigned to Close Management Units shall receive a Special Pay additive of 10 percent."	GAA

Senate Appropriations Committee/House Appropriations Committee

Fiscal Year 2023-2024

Collective Bargaining - Senate Bill 2504/ House Bill 5005

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
11	Florida Nurses Association - Professional Health Care Unit (1 Article at Impasse)			
12	25 - Wages	<p><u>State Proposal:</u> All provisions are in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2023-2024.</p> <p>Section 1 - Pay Additives will be administered to eligible members of the bargaining unit.</p> <p>Section 2 - 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>Section 3 - Competitive Pay Adjustment: Effective July 1, 2023, each eligible employee's June 30, 2023, 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 4 – Other Pay Provisions – Recruitment and Retention Pay Adjustment: Effective October 1, 2023, agencies are authorized to grant a pay adjustment for recruitment and retention of up to ten percent (10%) after the competitive pay adjustment and subject to approval of each agencies' plan for eligible unit employees in position classifications under the following Broadband Occupations: Nurse Practitioners, Nurse Midwives, and Registered Nurses.</p>	<p><u>Union Proposal of March 7, 2023:</u> 1: Effective July 1, 2023, members of this bargaining unit will receive a one-time bonus of \$2,000.00 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 previously given to other first responders in the state.</p> <p>Adds provisions to Section 4: Effective October 1st, 2023, agencies are authorized to grant a pay adjustment for recruitment and retention of up to 10% after the competitive pay adjustment and subject to approval by each agency for all Health Care Professionals.</p>	GAA