

Amendment No.

CHAMBER ACTION

Senate

House

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1 Representative Mayfield offered the following:

2
3 **Amendment (with title amendment)**

4 Between lines 536 and 537, insert:

5 Section 9. Subsection (6) of section 110.2035, Florida
6 Statutes, is amended, and subsections (7) and (8) are added to
7 that section, to read:

8 110.2035 Classification and compensation program.—

9 (6) The department shall establish and maintain an
10 equitable pay plan applicable to all occupations and ~~shall~~ be
11 responsible for the overall review, coordination, and
12 administration of the pay plan.

13 (a) The department shall provide for broad, market-based
14 pay bands for occupations and shall establish guidelines for the
15 employing agencies to move employees through these pay bands.

16 The employing agencies may determine the appropriate salary
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17 within the pay bands and guidelines adopted by the department.
18 Such pay bands, and the assignment of broadband levels to
19 positions, are ~~shall~~ not constitute rules within the meaning of
20 s. 120.52.

21 (b) The department, in consultation with the Executive
22 Office of the Governor and the legislative appropriations
23 committees, shall conduct wage and salary surveys as necessary
24 for the purpose of achieving ~~the goal of~~ an equitable,
25 competitive, market-based pay policy.

26 ~~(7)(e)~~ The department shall establish rules for the
27 administration of pay additives, by rule, guidelines with
28 respect to, and shall delegate to the employing agencies, if
29 where appropriate, the authority to implement pay additives. The
30 agency shall use pay additives, as appropriate, within the
31 guidelines established by the department and consistent with
32 directions contained in the General Appropriations Act.
33 ~~administer~~

34 (a) The following pay additives are authorized:

- 35 1. Shift differentials.
- 36 2. On call ~~On-call fees.~~
- 37 3. Hazardous duties ~~Hazardous-duty pay.~~
- 38 4. ~~Salary increase and decrease corrections.~~
- 39 4.5. Lead-worker duties ~~Lead-worker pay.~~
- 40 5.6. Temporary special duties - general ~~pay.~~
- 41 6. Temporary special duties - absent coworker.
- 42 7. Trainer duties ~~Trainer-additive pay.~~
- 43 8. Competitive area differentials.
- 44 9. Critical market pay.

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45 (b) Each state agency shall include in its annual
46 legislative budget request a proposed written plan for
47 implementing temporary special duties - general pay additives
48 during the next fiscal year. Proposed revisions to an approved
49 plan which become necessary during the fiscal year must be
50 submitted by the agency to the department for review and
51 recommendation to the Executive Office of the Governor. Such
52 revisions may be implemented only after approval by the
53 Executive Office of the Governor. A proposed revision is an
54 action that is subject to s. 216.177.

55 (c) A new competitive area differential or a new critical
56 market pay additive may not be implemented unless the department
57 has reviewed and recommended such action and the Legislature has
58 provided express authority to implement such action. This
59 applies to an increase in the level of competitive area
60 differentials or critical market pay additives, and to the
61 initial establishment and implementation of a competitive area
62 differential or critical market pay additive not in effect as of
63 January 1, 2012.

64 (d) An agency may implement shift differential additives,
65 on-call additives, hazardous duty additives, lead-worker
66 additives, temporary special duty - absent coworker additives,
67 and trainer duty additives as necessary to accomplish the
68 agency's mission and in accordance with department rules,
69 instructions contained in the General Appropriations Act, and
70 applicable collective bargaining agreements.

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71 (e) The department shall annually provide to the Executive
72 Office of the Governor and the Legislature a summary report of
73 the pay additives implemented pursuant to this section.

74 (8) An agency may implement salary increase and decrease
75 corrections due to administrative errors.

76
77 ~~The employing agency must use such pay additives as are~~
78 ~~appropriate within the guidelines established by the department~~
79 ~~and consistent with the directions of the Legislature contained~~
80 ~~in the General Appropriations Act. The employing agency shall~~
81 ~~advise the department, the Executive Office of the Governor, and~~
82 ~~the Legislature in writing of the plan for implementing such pay~~
83 ~~additives prior to the implementation date. An agency may not~~
84 ~~implement any pay additive to a cohort of positions sharing job~~
85 ~~classifications or job occupations unless the Legislature has~~
86 ~~specifically authorized such pay additives and such pay~~
87 ~~additives do not conflict with any collective bargaining~~
88 ~~agreement for that specific cohort of positions. Any action by~~
89 ~~an employing agency to implement temporary special duties pay,~~
90 ~~competitive area differentials, or critical market pay may be~~
91 ~~implemented only after the department has reviewed and~~
92 ~~recommended such action; however, an employing agency may use~~
93 ~~temporary special duties pay for up to 3 months without prior~~
94 ~~review by the department. The department shall annually provide~~
95 ~~to the Executive Office of the Governor and the Legislature a~~
96 ~~summary report of the pay additives implemented pursuant to this~~
97 ~~section.~~

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T I T L E A M E N D M E N T

101

Remove line 26 and insert:

102

distribution of funds; amending s. 110.2035, F.S.; revising

103

provisions relating to pay additives; amending s. 110.217, F.S.;