

HB 213

2016

1 A bill to be entitled
2 An act relating to state employee salaries; providing
3 a short title; providing a competitive pay adjustment
4 for state employees; requiring an appropriation;
5 providing an effective date.
6

7 WHEREAS, the delivery of exceptional public service is
8 imperative in this state, which competitively seeks business
9 opportunities internationally and nationally, which encourages
10 tourism, and which invites businesses and their employees to
11 relocate here to live, work, and play, and

12 WHEREAS, state employees are responsible for providing
13 services critical to our quality of life, such as law
14 enforcement, corrections, road and waterway safety, clean water
15 and air, safe and high-quality educational opportunities, access
16 to and justice in our courts, protection against the spread of
17 contagious diseases and other public health issues, and
18 maintenance and operation of our gold standard public parks and
19 recreational areas, and

20 WHEREAS, it is imperative that Florida remains a desirable
21 place to live and work for current residents and businesses and
22 is inviting for tourists, new residents, out-of-state university
23 and college students, and new businesses that seek quality of
24 life features and accountability measures such as low crime,
25 clean water and air, high-quality and safe educational
26 opportunities, access to courts, a healthy and safe environment,

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27 protection from the spread of contagious diseases, quality
28 infrastructure, and natural areas to enjoy with their families
29 and friends, and

30 WHEREAS, in 2013, state governments nationwide reported an
31 average of 211 state government employees per 10,000 residents,
32 while Florida reported only 108 state government employees per
33 10,000 residents, which is the lowest ratio in the nation and
34 which is 48.8 percent less than the national average, and

35 WHEREAS, that same year, the state government national
36 average was \$76 in employee payroll expenditures per state
37 resident, while Florida's employee payroll expenditure was \$37
38 per state resident, the lowest labor cost for state public
39 services per resident in the nation, a ratio that is 51.3
40 percent less than the national average, and

41 WHEREAS, state jobs that provide for the public good often
42 require rigorous education and training and the development of
43 highly technical skills, and even though state employees are
44 well-qualified for jobs in the competitive marketplace in for-
45 profit corporations, state employees choose to work for the good
46 of their neighbors, fellow citizens, and the excellence of
47 Florida, and

48 WHEREAS, under present conditions, state employees are
49 overburdened due to cutbacks and layoffs, which has reduced the
50 efficiency and effectiveness of our state workforce, and

51 WHEREAS, the Office of Economic and Demographic Research
52 estimates that general revenue will increase by 4.7 percent

53 during the next fiscal year,

54 WHEREAS, the Florida Revenue Estimating Conference has
 55 projected growth for fiscal year 2015-2016 of nearly \$1.1
 56 billion which is 4.0 percent over the latest fiscal year 2014-
 57 2015 estimate, and

58 WHEREAS, it is good business practice to treat each
 59 employee ethically and morally and to attend to employee morale,
 60 and

61 WHEREAS, modernizing tax collection through Mainstreet
 62 Fairness and Marketplace Fairness acts will allow for more
 63 complete collection of taxes owed to the state, and

64 WHEREAS, Florida's state employees are long-deserving of
 65 recognition for their steadfast performance of public service to
 66 the citizens of the state through receipt of a competitive pay
 67 adjustment, NOW THEREFORE,

68
 69 Be It Enacted by the Legislature of the State of Florida:

70
 71 Section 1. This act may be cited as the "State Employee
 72 Fairness Act."

73 Section 2. (1) Effective July 1, 2016, each state
 74 employee is provided a competitive pay adjustment of 7 percent
 75 on the employee's June 30, 2016, base rate of pay.

76 (2) The Legislature shall appropriate funds necessary to
 77 implement this section.

78 Section 3. This act shall take effect July 1, 2016.