

By the Committee on Governmental Oversight and Accountability;
and Senators Montford and Torres

585-02220-20

20201114c1

1 A bill to be entitled

2 An act relating to cost-of-living adjustments to state
3 employee salaries; creating s. 110.195, F.S.; defining
4 terms; authorizing annual cost-of-living adjustments
5 to base rates of pay of eligible state employees,
6 beginning in 2021; requiring the Office of Economic
7 and Demographic Research to calculate the percentage
8 for the adjustment in a specified manner; specifying
9 conditions under which a cost-of-living adjustment is
10 not implemented; requiring the office to certify the
11 adjustment amount to the Governor and the Legislature;
12 specifying eligibility for the cost-of-living
13 adjustment; providing legislative intent; providing
14 that implementation of cost-of-living adjustments is
15 contingent upon funding by the Legislature; providing
16 an effective date.

17
18 Be It Enacted by the Legislature of the State of Florida:

19
20 Section 1. Section 110.195, Florida Statutes, is created
21 and incorporated into part I of chapter 110, Florida Statutes,
22 to read:

23 110.195 Annual cost-of-living adjustments to state employee
24 salaries.—

25 (1) As used in this section, the term:

26 (a) "State agency" means any official, officer, commission,
27 board, authority, council, committee, or department of the
28 executive or judicial branches of state government.

29 (b) "State employee" means an employee filling an

585-02220-20

20201114c1

30 established position as an employee of a state agency or an
31 employee of the State University System whose position is funded
32 by the Legislature through an appropriation for the Education
33 and General Activities Program.

34 (2) Beginning January 1, 2021, and each January 1
35 thereafter, the base rate of pay of each eligible state employee
36 shall be increased by the percentage adjustment calculated
37 pursuant to subsection (3); provided, however, only the portion
38 of the base rate of pay of each eligible employee of the State
39 University System funded from the General Revenue Fund will be
40 increased by the percentage adjustment calculated pursuant to
41 subsection (3).

42 (3) (a) By November 1, 2020, and each November 1 thereafter,
43 the Office of Economic and Demographic Research shall calculate
44 the percentage increase, if any, in the Consumer Price Index for
45 Urban Wage Earners and Clerical Workers from the average for the
46 third quarter of the current calendar year to the average for
47 the third quarter of the preceding calendar year.

48 (b) If the calculation made pursuant to paragraph (a)
49 results in a positive number, the number must be rounded to the
50 nearest tenth of 1 percent. If the calculation results in a
51 negative number, or if the rounded result is zero, there is no
52 cost-of-living adjustment for the year.

53 (c) The Office of Economic and Demographic Research shall
54 certify the result of the calculation to the Governor, the
55 President of the Senate, and the Speaker of the House of
56 Representatives.

57 (4) (a) To be eligible for the adjustment authorized in
58 subsection (2), a state employee, at a minimum, must have met

585-02220-20

20201114c1

59 his or her required performance standard, if applicable, during
60 the most recently completed fiscal year. If an otherwise
61 eligible state employee achieves performance standards
62 subsequent to the cost-of-living adjustment, but on or before
63 the end of the fiscal year, the employee may receive the
64 adjustment effective on the date the employee achieves such
65 standards but not retroactively to the date of the cost-of-
66 living adjustment.

67 (b) It is the intent of the Legislature that all eligible
68 state employees receive the increases authorized in subsection
69 (2) even if the implementation of such increase results in an
70 employee's salary exceeding the adjusted pay grade maximum.

71 (5) Each increase authorized in subsection (2) is
72 contingent upon a specific appropriation by the Legislature to
73 fund the first year's costs of implementation of such increase.

74 Section 2. This act shall take effect July 1, 2020.