

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.

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

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 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
 24 employee salaries.-

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

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

29 (b) "State employee" means an employee filling an
30 established position as an employee of a state agency.

31 (2) Beginning January 1, 2021, and each January 1
32 thereafter, the base rate of pay of each eligible state employee
33 shall be increased by the percentage adjustment calculated
34 pursuant to subsection (3).

35 (3) (a) By November 1, 2020, and each November 1
36 thereafter, the Office of Economic and Demographic Research
37 shall calculate the percentage increase, if any, in the Consumer
38 Price Index for Urban Wage Earners and Clerical Workers from the
39 average for the third quarter for the current calendar year to
40 the average for the third quarter of the preceding calendar
41 year.

42 (b) If the calculation made pursuant to paragraph (a)
43 results in a positive number, the number must be rounded to the
44 nearest tenth of one percent. If the calculation results in a
45 negative number, or if the rounded result is zero, there is no
46 cost-of-living adjustment for the year.

47 (c) The Office of Economic and Demographic Research shall
48 certify the result of the calculation to the Governor, the
49 President of the Senate, and the Speaker of the House of
50 Representatives.

51 (4) (a) To be eligible for the adjustment authorized in
52 subsection (2), a state employee, at a minimum, must have met
53 his or her required performance standard, if applicable, during
54 the most recently completed fiscal year. If an otherwise
55 eligible state employee achieves performance standards
56 subsequent to the cost-of-living adjustment, but on or before
57 the end of the fiscal year, the employee may receive the
58 adjustment effective on the date the employee achieves such
59 standards but not retroactively to the date of the cost-of-
60 living adjustment.

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

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

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