

By the Committee on Appropriations

576-03653-21

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1 A bill to be entitled
2 An act relating to employee compensation; amending s.
3 1012.885, F.S.; redefining the term "appropriated
4 state funds"; revising a limitation on remuneration
5 from appropriated state funds for Florida College
6 System institution presidents; amending s. 1012.886,
7 F.S.; redefining terms; revising applicability of
8 provisions limiting the amount of remuneration from
9 appropriated state funds to include all Florida
10 College System institution employees; revising the
11 maximum annual amount of remuneration which may be
12 funded through appropriated state funds; amending s.
13 1012.975, F.S.; redefining the term "public funds";
14 revising a limitation on remuneration from public
15 funds for state university presidents; amending s.
16 1012.976, F.S.; redefining terms; revising
17 applicability of provisions limiting the amount of
18 remuneration from appropriated state funds to include
19 all state university employees; revising the maximum
20 annual amount of remuneration which may be funded
21 through appropriated state funds; requiring that
22 salary increases for state university employees be
23 based on performance, except as otherwise provided in
24 the General Appropriations Act; prohibiting the
25 issuance of general salary increases without regard to
26 employee performance when using appropriated state
27 funds; authorizing the Board of Governors to adopt
28 regulations for specified purposes; providing an
29 effective date.

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

Section 1. Paragraph (a) of subsection (1) and subsection (3) of section 1012.885, Florida Statutes, are amended to read:
1012.885 Remuneration of Florida College System institution presidents; limitations.—

(1) DEFINITIONS.—As used in this section, the term:

(a) "Appropriated state funds" means funds appropriated from the General Revenue Fund or the Educational Enhancement Trust Fund ~~funds appropriated from state trust funds.~~

(3) LIMITATION ON REMUNERATION.—Notwithstanding any other ~~a~~ law, resolution, or rule to the contrary, a Florida College System institution president may not receive more than \$180,000 ~~\$200,000~~ in remuneration from appropriated state funds. Only compensation, as defined in s. 121.021(22), provided to a Florida College System institution president may be used in calculating benefits under chapter 121.

Section 2. Section 1012.886, Florida Statutes, is amended to read:

1012.886 Remuneration of Florida College System institution ~~administrative~~ employees; limitations.—

(1) DEFINITIONS.—As used in this section, the term:

(a) "Appropriated state funds" means funds appropriated from the General Revenue Fund or the Educational Enhancement Trust Fund ~~funds appropriated from state trust funds.~~

(b) "Cash-equivalent compensation" means any benefit that may be assigned an equivalent cash value.

(c) "Remuneration" means salary, bonuses, and cash-

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59 equivalent compensation paid to a Florida College System
60 institution ~~administrative~~ employee by his or her employer for
61 work performed, excluding health insurance benefits and
62 retirement benefits.

63 (2) LIMITATION ON COMPENSATION.—Notwithstanding any other
64 law, resolution, or rule to the contrary, a Florida College
65 System institution ~~administrative~~ employee, including teaching
66 faculty, may not receive more than \$180,000 ~~\$200,000~~ in
67 remuneration annually from appropriated state funds. Only
68 compensation, as such term is defined in s. 121.021(22),
69 provided to a Florida College System institution ~~administrative~~
70 employee may be used in calculating benefits under chapter 121.

71 (3) EXCEPTIONS.—This section does not prohibit any party
72 from providing cash or cash-equivalent compensation from funds
73 that are not appropriated state funds to a Florida College
74 System institution ~~administrative~~ employee in excess of the
75 limit in subsection (2). If a party is unable or unwilling to
76 fulfill an obligation to provide cash or cash-equivalent
77 compensation to a Florida College System institution
78 ~~administrative~~ employee as authorized ~~permitted~~ under this
79 subsection, appropriated state funds may not be used to fulfill
80 such obligation. ~~This section does not apply to Florida College~~
81 ~~System institution teaching faculty.~~

82 Section 3. Paragraph (b) of subsection (1) and subsection
83 (3) of section 1012.975, Florida Statutes, are amended to read:

84 1012.975 Remuneration of state university presidents;
85 limitations.—

86 (1) DEFINITIONS.—As used in this section, the term:

87 (b) "Public funds" means funds appropriated from the

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88 General Revenue Fund or the Educational Enhancement Trust Fund,
89 ~~funds appropriated from state trust funds, tuition and fees, or~~
90 ~~any funds from a state university trust fund regardless of~~
91 ~~repository.~~

92 (3) LIMITATION ON REMUNERATION.—Notwithstanding any other a
93 law, resolution, or rule to the contrary, a state university
94 president may not receive more than \$180,000 ~~\$200,000~~ in
95 remuneration from public funds. Only compensation, as defined in
96 s. 121.021(22), provided to a state university president may be
97 used in calculating benefits under chapter 121.

98 Section 4. Section 1012.976, Florida Statutes, is amended
99 to read:

100 1012.976 Remuneration of state university ~~administrative~~
101 employees; limitations.—

102 (1) DEFINITIONS.—As used in this section, the term:

103 (a) "Appropriated state funds" means funds appropriated
104 from the General Revenue Fund or the Educational Enhancement
105 Trust Fund ~~funds appropriated from state trust funds.~~

106 (b) "Cash-equivalent compensation" means any benefit that
107 may be assigned an equivalent cash value.

108 (c) "Remuneration" means salary, bonuses, and cash-
109 equivalent compensation paid to a state university
110 ~~administrative~~ employee by his or her employer for work
111 performed, excluding health insurance benefits and retirement
112 benefits.

113 (2) LIMITATION ON COMPENSATION.—

114 (a) Notwithstanding any other law, resolution, or rule to
115 the contrary, a state university ~~administrative~~ employee,
116 including teaching faculty and medical school faculty and staff,

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117 may not receive more than \$180,000 ~~\$200,000~~ in remuneration
118 annually from appropriated state funds. Only compensation, as
119 such term is defined in s. 121.021(22), provided to a state
120 university ~~administrative~~ employee may be used in calculating
121 benefits under chapter 121.

122 (b) When using appropriated state funds, salary increases
123 for state university employees must be based solely on
124 performance except as otherwise provided in the General
125 Appropriations Act. A salary increase may not be issued to every
126 employee of the university, or every employee within a cohort
127 within the university, without regard to performance if the
128 salary increase is made using appropriated state funds.

129 (3) EXCEPTIONS.—This section does not prohibit any party
130 from providing cash or cash-equivalent compensation from funds
131 that are not appropriated state funds to a state university
132 ~~administrative~~ employee in excess of the limit in subsection
133 (2). If a party is unable or unwilling to fulfill an obligation
134 to provide cash or cash-equivalent compensation to a state
135 university ~~administrative~~ employee as authorized ~~permitted~~ under
136 this subsection, appropriated state funds may not be used to
137 fulfill such obligation. ~~This section does not apply to~~
138 ~~university teaching faculty or medical school faculty or staff.~~

139 (4) REGULATIONS.—The Board of Governors of the State
140 University System may adopt regulations to define university
141 personnel classifications and administer the provisions of this
142 section.

143 Section 5. This act shall take effect July 1, 2021.