

FOR CONSIDERATION By the Committee on Appropriations

576-03283-21

20212508pb

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.

576-03283-21

20212508pb

30  
31 Be It Enacted by the Legislature of the State of Florida:  
32

33 Section 1. Paragraph (a) of subsection (1) and subsection  
34 (3) of section 1012.885, Florida Statutes, are amended to read:  
35 1012.885 Remuneration of Florida College System institution  
36 presidents; limitations.—

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

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

41 (3) LIMITATION ON REMUNERATION.—Notwithstanding any other a  
42 law, resolution, or rule to the contrary, a Florida College  
43 System institution president may not receive more than \$180,000  
44 ~~\$200,000~~ in remuneration from appropriated state funds. Only  
45 compensation, as defined in s. 121.021(22), provided to a  
46 Florida College System institution president may be used in  
47 calculating benefits under chapter 121.

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

50 1012.886 Remuneration of Florida College System institution  
51 ~~administrative~~ employees; limitations.—

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

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

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

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

576-03283-21

20212508pb

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

576-03283-21

20212508pb

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,

576-03283-21

20212508pb

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.