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LEGISLATIVE ACTION

<u>Senate</u>	.	<u>House</u>
Comm: FAV	.	
02/10/2022	.	
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The Committee on Governmental Oversight and Accountability
(Brandes) recommended the following:

Senate Amendment (with title amendment)

Between lines 223 and 224

insert:

Section 5. Paragraph (c) is added to subsection (6) of
section 110.2035, Florida Statutes, to read:

110.2035 Classification and compensation program.—

(6) The department shall establish and maintain an
equitable pay plan applicable to all occupations and be
responsible for the overall review, coordination, and



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11 administration of the pay plan.

12 (c) 1. No later than September 1, 2022, and every 10 years
13 thereafter, the Department of Management Services shall contract
14 with a management consulting firm to conduct a compensation
15 survey of classes in the Career Service, Senior Management
16 Service, and Selected Exempt Service to determine the
17 competitiveness of the state's compensation plan to competing
18 employers in the state, including public sector and private
19 sector employers. The survey methodology shall include the
20 following:

- 21 a. Geographical differentials in cost of living;
- 22 b. Demand for labor; and
- 23 c. Compensation plans of regional competitors.

24 2. For the Career Service Class survey, the Department of
25 Management Services shall select at least 75 benchmark classes
26 and ten high turnover classes that have at least 50 full-time
27 equivalent positions.

28 3. For the Senior Management Service and Selected Exempt
29 Service Class survey, the Department of Management Services
30 shall select at least 95 benchmark classes.

31 4. The Department of Management Service shall provide its
32 report on the results of the surveys to the Governor, the
33 President of the Senate, and the Speaker of the House of
34 Representatives.

35
36 ===== T I T L E A M E N D M E N T =====

37 And the title is amended as follows:

38 Delete line 12

39 and insert:



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40 state interest; amending s. 110.2035, F.S.; requiring
41 the Department of Management Services to contract for
42 the completion of compensation surveys; establishing
43 methodologies to be used; requiring a report to the
44 Governor and presiding officers of the legislature;
45 providing an effective date.