

1 A bill to be entitled
2 An act relating to local government salaries and
3 benefits; amending s. 145.012, F.S.; revising
4 applicability; amending s. 145.031, F.S.; revising
5 requirements for the board of county commissioners
6 salary formula to apply to noncharter counties;
7 requiring the county population to be used to
8 calculate the group rate beginning on a specified
9 date; providing for the determination of salaries of
10 members of boards of county commissioners of certain
11 counties; amending s. 145.19, F.S.; providing
12 procedures for calculating salary adjustments for
13 members of boards of county commissioners of certain
14 counties; creating s. 145.20, F.S.; requiring a
15 referendum for a board of county commissioners to
16 increase the salary, retirement benefits, or other
17 compensation paid to its members; requiring referendum
18 election costs to be paid by the county; providing
19 applicability; amending s. 166.021, F.S.; requiring a
20 referendum for the governing body of a municipality to
21 increase the salary, retirement benefits, or other
22 compensation paid to its members; requiring referendum
23 election costs to be paid by the municipality;
24 providing applicability; creating s. 189.0165, F.S.;
25 requiring a referendum for the governing body of a

26 special district to increase the salary, retirement
 27 benefits, or other compensation paid to its members;
 28 requiring the referendum election costs to be paid by
 29 the special district; providing applicability;
 30 providing construction; providing an effective date.
 31

32 Be It Enacted by the Legislature of the State of Florida:
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34 **Section 1. Section 145.012, Florida Statutes, is amended**
 35 **to read:**

36 145.012 Applicability.—This chapter applies to all
 37 officials herein designated in all counties of the state, ~~except~~
 38 ~~those officials whose salaries are not subject to being set by~~
 39 ~~the Legislature because of the provisions of a county home rule~~
 40 ~~charter and~~ except officials (other than the property appraiser,
 41 clerk of the circuit court, superintendent of schools, sheriff,
 42 supervisor of elections, and tax collector who if qualified
 43 shall receive in addition to their salaries a special
 44 qualification salary as provided in this chapter) of counties
 45 which have a chartered consolidated form of government as
 46 provided in chapter 67-1320, Laws of Florida.

47 **Section 2. Section 145.031, Florida Statutes, is amended**
 48 **to read:**

49 145.031 Board of county commissioners.—

50 (1) (a) Each member of the board of county commissioners of

51 a noncharter county shall receive as salary the amount
 52 indicated, based on the population of his or her county. In
 53 addition, compensation shall be made for population increments
 54 over the minimum for each population group, which shall be
 55 determined by multiplying the population in excess of the
 56 minimum for the grouping times the group rate.

57	Pop. Group	County Pop. Range		Base Salary	Group Rate
58		Minimum	Maximum		
59	I	-0-	9,999	\$4,500	\$0.150
60	II	10,000	49,999	6,000	0.075
61	III	50,000	99,999	9,000	0.060
62	IV	100,000	199,999	12,000	0.045
63	V	200,000	399,999	16,500	0.015
64	VI	400,000	999,999	19,500	0.005
65	VII	1,000,000		22,500	0.000

66
 67 (b) Effective October 1, 2025, the population of the
 68 county as of April 1, 2025, shall be used to calculate the group
 69 rate under this subsection.

70 (2) Each ~~Ne~~ member of a governing body of a chartered
 71 county or a county with a consolidated form of government shall
 72 receive as salary the amount provided in the county charter. If
 73 a county charter authorizes the governing body to set its salary
 74 by ordinance, each member of the governing body shall receive as
 75 salary the amount provided by an ordinance adopted on or before
 76 April 1, 2025 ~~be deemed to be the equivalent of a county~~
 77 ~~commissioner for the purposes of determining the compensation of~~
 78 ~~such member under his or her respective charter.~~

79 (3) Notwithstanding ~~the provisions of~~ this section or s.
 80 145.19, each member of the board of county commissioners may
 81 reduce his or her salary rate on a voluntary basis.

82 **Section 3. Subsection (2) of section 145.19, Florida**
 83 **Statutes, is amended, and subsection (3) is added to that**
 84 **section, to read:**

85 145.19 Annual percentage increases based on increase for
 86 state career service employees; limitation; exception.—

87 (2) Each fiscal year, the salaries of all officials listed
 88 in this chapter, except boards of county commissioners, s.
 89 1001.395, and s. 1001.47, shall be adjusted. The adjusted salary
 90 rate shall be the product, rounded to the nearest dollar, of the

91 salary rate granted by the appropriate section of this chapter,
92 s. 1001.395, or s. 1001.47 multiplied first by the initial
93 factor, then by the cumulative annual factor, and finally by the
94 annual factor. The Department of Management Services shall
95 certify the annual factor and the cumulative annual factors. Any
96 special qualification salary received under this chapter, s.
97 1001.47, or the annual performance salary incentive available to
98 elected superintendents under s. 1001.47 shall be added to such
99 adjusted salary rate. The special qualification salary shall be
100 \$2,000, but may ~~shall~~ not exceed \$2,000.

101 (3) The salary adjustment for each member of a board of
102 county commissioners of a noncharter county or a charter county
103 that has adopted the salary rate for noncharter counties by
104 charter or ordinance shall be calculated as provided in
105 subsection (2) until September 30, 2025. As of October 1, 2025,
106 any future adjustment shall be made only as provided in s.
107 145.20.

108 **Section 4. Section 145.20, Florida Statutes, is created to**
109 **read:**

110 145.20 Referendum to increase salary, retirement benefits,
111 or other compensation.-

112 (1) A board of county commissioners may not increase the
113 salary, any retirement benefit, or any other type of
114 compensation paid to its members unless such increase is
115 approved by a majority of the electors of the county voting in a

116 referendum held at a general election during a presidential
117 election year. The election costs of the referendum shall be
118 paid by the county.

119 (2) This section does not apply to any increase in a
120 retirement benefit received as part of the governing body's
121 participation in the Florida Retirement System.

122 **Section 5. Subsection (10) is added to section 166.021,**
123 **Florida Statutes, to read:**

124 166.021 Powers.—

125 (10) (a) The governing body of a municipality may not
126 increase the salary, any retirement benefit, or any other type
127 of compensation paid to its members unless such increase is
128 approved by a majority of the electors of the municipality
129 voting in a referendum held at a general election during a
130 presidential election year. The election costs of the referendum
131 shall be paid by the municipality.

132 (b) This subsection does not apply to any increase in a
133 retirement benefit received as part of the governing body's
134 participation in the Florida Retirement System

135 **Section 6. Section 189.0165, Florida Statutes, is created**
136 **to read:**

137 189.0165 Special districts; compensation of members of
138 governing body.—

139 (1) Notwithstanding any other provision of law, the
140 governing body of a special district may not increase the

141 salary, any pension or other retirement benefit, or any other
142 type of compensation paid to members of the governing of a
143 special district unless such increase is approved by a majority
144 of the electors of the special district voting in a referendum
145 held at a general election during a presidential election year.
146 The election costs of the referendum shall be paid by the
147 special district.

148 (2) This section does not apply to any increase in a
149 retirement benefit received as part of the governing body's
150 participation in the Florida Retirement System.

151 (3) This section does not authorize a referendum to
152 increase the salary, any pension or retirement benefit, or any
153 other type of compensation paid to members of the governing body
154 of a special district if the special district's charter
155 prohibits such members from receiving compensation or benefits.

156 **Section 7.** This act shall take effect October 1, 2025.