

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. 145.17, F.S.; providing  
12          applicability relating to the prohibition of  
13          supplemental compensation by certain counties;  
14          amending s. 145.19, F.S.; providing procedures for  
15          calculating salary adjustments for members of boards  
16          of county commissioners of certain counties; creating  
17          s. 145.20, F.S.; requiring a referendum for a board of  
18          county commissioners to increase the salary,  
19          retirement benefits, or other compensation paid to its  
20          members; requiring referendum election costs to be  
21          paid by the county; providing applicability; amending  
22          s. 166.021, F.S.; requiring a referendum for the  
23          governing body of a municipality to increase the  
24          salary, retirement benefits, or other compensation  
25          paid to its members; requiring referendum election

26 costs to be paid by the municipality; providing  
 27 applicability; creating s. 189.0165, F.S.; requiring a  
 28 referendum for the governing body of a special  
 29 district to increase the salary, retirement benefits,  
 30 or other compensation paid to its members; requiring  
 31 the referendum election costs to be paid by the  
 32 special district; providing applicability; providing  
 33 construction; providing an effective date.

34  
 35 Be It Enacted by the Legislature of the State of Florida:

36  
 37 **Section 1. Section 145.012, Florida Statutes, is amended**  
 38 **to read:**

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

50 **Section 2. Section 145.031, Florida Statutes, is amended**

51 **to read:**

52 145.031 Board of county commissioners.—

53 (1) (a) Each member of the board of county commissioners of  
 54 a noncharter county shall receive as salary the amount  
 55 indicated, based on the population of his or her county. In  
 56 addition, compensation shall be made for population increments  
 57 over the minimum for each population group, which shall be  
 58 determined by multiplying the population in excess of the  
 59 minimum for the grouping times the group rate.

Pop.	County Pop. Range		Base Salary	Group Rate
Group	Minimum	Maximum		
I	-0-	9,999	\$4,500	\$0.150
II	10,000	49,999	6,000	0.075
III	50,000	99,999	9,000	0.060
IV	100,000	199,999	12,000	0.045
V	200,000	399,999	16,500	0.015

VI 400,000 999,999 19,500 0.005

68

VII 1,000,000 22,500 0.000

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70 (b) Effective October 1, 2025, the population of the  
 71 county as of April 1, 2025, shall be used to calculate the group  
 72 rate under this subsection.

73 (2) Each ~~no~~ member of a governing body of a charter  
 74 ~~chartered~~ county or a county with a consolidated form of  
 75 government shall receive as salary the amount provided by the  
 76 provisions of the county charter as of September 30, 2025. If a  
 77 county charter authorizes the governing body to set its salary  
 78 by ordinance, each member of the governing body shall receive as  
 79 salary the amount provided by an ordinance adopted on or before  
 80 April 1, 2025. As of October 1, 2025, any future adjustment  
 81 shall be made only as provided in s. 145.20 ~~be deemed to be the~~  
 82 ~~equivalent of a county commissioner for the purposes of~~  
 83 ~~determining the compensation of such member under his or her~~  
 84 ~~respective charter.~~

85 (3) Notwithstanding the provisions of this section or s.  
 86 145.19, each member of the board of county commissioners may  
 87 reduce his or her salary rate on a voluntary basis.

88 **Section 3. Section 145.17, Florida Statutes, is amended to**  
 89 **read:**

90 145.17 Supplemental compensation prohibited; exception.—

91 The compensation provided in chapter 145 shall be the sole and  
 92 exclusive compensation of the officers whose salary is  
 93 established therein for the execution of their official duties,  
 94 and, except as specifically provided herein, the acceptance of  
 95 salary for official duties as a result of other general or  
 96 special law, general law of local application, resolution, or  
 97 supplement or from any other source is a misdemeanor of the  
 98 first degree punishable as provided in ss. 775.082 and 775.083.  
 99 This section does not apply to any supplemental compensation  
 100 provided by a charter county or a county with a consolidated  
 101 form of government, provided that any increase in such  
 102 supplemental compensation on or after October 1, 2025, is made  
 103 as provided in s. 145.20.

104 **Section 4. Subsection (2) of section 145.19, Florida**  
 105 **Statutes, is amended, and subsection (3) is added to that**  
 106 **section, to read:**

107 145.19 Annual percentage increases based on increase for  
 108 state career service employees; limitation; exception.—

109 (2) Each fiscal year, the salaries of all officials listed  
 110 in this chapter, except boards of county commissioners, s.  
 111 1001.395, and s. 1001.47 shall be adjusted. The adjusted salary  
 112 rate shall be the product, rounded to the nearest dollar, of the  
 113 salary rate granted by the appropriate section of this chapter,  
 114 s. 1001.395, or s. 1001.47 multiplied first by the initial  
 115 factor, then by the cumulative annual factor, and finally by the

116 annual factor. The Department of Management Services shall  
117 certify the annual factor and the cumulative annual factors. Any  
118 special qualification salary received under this chapter, s.  
119 1001.47, or the annual performance salary incentive available to  
120 elected superintendents under s. 1001.47 shall be added to such  
121 adjusted salary rate. The special qualification salary shall be  
122 \$2,000, but may ~~shall~~ not exceed \$2,000.

123 (3) The salary adjustment for each member of a board of  
124 county commissioners of a noncharter county or a charter county  
125 that has adopted the salary rate for noncharter counties by  
126 charter or ordinance shall be calculated as provided in  
127 subsection (2) until September 30, 2025. As of October 1, 2025,  
128 any future adjustment shall be made only as provided in s.  
129 145.20.

130 **Section 5. Section 145.20, Florida Statutes, is created to**  
131 **read:**

132 145.20 Referendum to increase salary, retirement benefits,  
133 or other compensation.-

134 (1) A board of county commissioners may not increase the  
135 salary, any retirement benefit, or any other type of  
136 compensation paid to its members unless such increase is  
137 approved by a majority of the electors of the county voting in a  
138 referendum held at a general election during a presidential  
139 election year. The election costs of the referendum shall be  
140 paid by the county.

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

144 **Section 6. Subsection (10) is added to section 166.021,**  
145 **Florida Statutes, to read:**

146 166.021 Powers.—

147 (10) (a) The governing body of a municipality may not  
148 increase the salary, any retirement benefit, or any other type  
149 of compensation paid to its members unless such increase is  
150 approved by a majority of the electors of the municipality  
151 voting in a referendum held at a general election during a  
152 presidential election year. The election costs of the referendum  
153 shall be paid by the municipality.

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

157 **Section 7. Section 189.0165, Florida Statutes, is created**  
158 **to read:**

159 189.0165 Special districts; compensation of members of  
160 governing body.—

161 (1) Notwithstanding any other provision of law, the  
162 governing body of a special district may not increase the  
163 salary, any pension or other retirement benefit, or any other  
164 type of compensation paid to members of the governing of a  
165 special district unless such increase is approved by a majority

166 of the electors of the special district voting in a referendum  
167 held at a general election during a presidential election year.  
168 The election costs of the referendum shall be paid by the  
169 special district.

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

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

178 **Section 8.** This act shall take effect October 1, 2025.