



## **Senate Appropriations/House Appropriations**

### **BUMP ISSUES**

#### **Conforming Bills**

**SB 1504 – State Employees  
SB 1810 – Florida Retirement System  
CS/SB 406 – Economic Development  
SB 1512 – Clerks of Court**

#### **House Offer #1**

**Tuesday, April 30, 2013  
412 Knott Building  
10:30 pm**

**Florida State Fire Service Association**

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Article	State's Last Proposal	Union's Last Proposal	House Offer #1
1 – Recognition	State Proposal of 01-18-13: Status Quo	FSFSA has not submitted any final written proposal as of 4/30/13.	Status Quo
2 – Gender Reference	State Proposal of 01-18-13: Status Quo		Status Quo
3 – Vacant	State Proposal of 01-18-13: Status Quo		Status Quo
4 – No Discrimination	State Proposal of 01-18-13:  Status Quo		Status Quo
5 – Representation Rights	State Proposal of 01-18-13:  Status Quo		Status Quo
6 – Grievance Procedure	<p>State Proposal of 04-23-13:</p> <p>Section 2(A) – Restores status Quo language providing for grievance procedure as optional remedy for actions that are appealable to the Public Employees Relations Commission (PERC).</p> <p>Section 3(l)(4) – Proposes the parties may, by written agreement, submit a grievance to mediation after it has been submitted to arbitration but before the arbitration hearing.</p> <p>Section 3(l)(5)(c) - Proposes arbitration hearings shall be scheduled as soon as feasible but not more than 5 months following the receipt of the appeal; provides for exceptions based on documented unusual and compelling circumstances.</p>		Status Quo

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HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

9	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
		Section 3(l)(5)(d) – Proposes issues of arbitrability be heard in an expedited hearing limited to one day; if the arbitrator determines that the issue is arbitrable, another arbitrator shall be chosen to conduct a hearing on the substantive issues.		
10	<b>7 – Disciplinary Action</b>	<p><i>State Proposal of 04-23-13:</i> Section B – Restores grievability for actions that are also</p> <p>Section E – Proposes memoranda of record and memoranda of supervision (letters of counseling) are not discipline and are not grievable; such documentation may be used by the state at an administrative hearing involving the employee's discipline to</p> <p>Section H – Proposes an agency may have special compensatory leave equal to the length of a disciplinary suspension deducted from an employee's leave balance in lieu of serving the suspension; the agency will consider the employee's preference of serving the suspension or having leave deducted; if leave deducted, the employee will continue to report for duty; the</p>		Status Quo
11	<b>8 – Workforce Reductions</b>	<p><i>State Proposal of 01-18-13:</i> Status Quo</p>		Status Quo
12	<b>9 – Voluntary Reassignment, Transfer, Change in Duty Station and Promotions</b>	<p><i>State Proposal of 01-18-13:</i> Status Quo</p>		Status Quo
13	<b>10 – Occupation Profiles/Rules Maintained/Documentation</b>	<p><i>State Proposal of 01-18-13:</i> Status Quo</p>		Status Quo
14	<b>11 – Classification Review</b>	<p><i>State Proposal of 01-18-13:</i> Status Quo</p>		Status Quo
15	<b>12 – Personnel Records</b>	<p><i>State Proposal of 01-18-13:</i> Provides for the process to mark electronic records that have been determined to be invalid.</p>		Status Quo
16	<b>13 – Health and Welfare</b>	<p><i>State Proposal of 01-18-13:</i> Status Quo</p>		Status Quo

HOUSE OFFER # 1 HB 5007 AND SB 1504  
 Collective Bargaining - Impasse Resolution

	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
17				
18	<b>14 – State Vehicles and Vessels</b>	State Proposal of 01-18-13: Status Quo		Status Quo
19	<b>15 – Probationary Status</b>	State Proposal of 01-18-13: Status Quo		Status Quo
20	<b>16 – Retirement</b>	State Proposal of 01-18-13: <i>Proposes vacant article</i>		Status Quo
21	<b>17 – Allowances and Reimbursements</b>	State Proposal of 01-18-13: Status Quo		Status Quo
22	<b>18 – Leaves of Absence</b>	State Proposal of 01-18-13: Status Quo		Status Quo
23	<b>19 – Outside Employment</b>	State Proposal of 01-18-13: Status Quo		Status Quo
24	<b>20 – Training and Education</b>	State Proposal of 01-18-13: Status Quo		Status Quo
25	<b>21 – Committees</b>	State Proposal of 01-18-13: Status Quo		Status Quo
26	<b>22 – Personal Property – Replacement and/or Reimbursement</b>	State Proposal of 01-18-13: Status Quo		Status Quo
25	<b>23 – Hours of Work and</b>	State Proposal of 01-30-13:		Status Quo
27	<b>24 – On-Call Assignment, Call-Back and Residency</b>	State Proposal of 01-18-13: Status Quo		Status Quo
28	<b>25 – Wages</b>	State Proposal of 01-30-13:  Section 1 – Proposes increases to base rate of pay and salary additives shall be per state law and the 2013-2014 General Appropriations Act.		GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
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29	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
30		<p>Section 2 – Proposes Unemployment Rate Incentive as provided in the Governor's Budget Recommendations</p> <p>Section 3 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations</p> <p>Section 4 – Proposes Temporary Special Duties Pay Additive for employees temporarily deployed to a facility or area closed due to</p> <p>Section 5 – Proposes employees may be given the option of receiving up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S.</p> <p>Section 6 – Proposes each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p> <p>Section 7 – Proposes an employee or groups of employees may be eligible for monetary awards for ideas or programs that result</p> <p>Section 8 – Proposes that if the 2013 Legislature provides different funding or eligibility provisions for pay increases that the increases and payments will be administered in per the 2013-2014 General Appropriations Act, or any other relevant statutes.</p>		
31	<b>26 – Vacant</b>	<i>State Proposal of 01-18-13: Status Quo</i>		Status Quo
32	<b>27 – Uniforms</b>	<i>State Proposal of 01-18-13: Status Quo</i>		Status Quo
33	<b>28 – Vacant</b>	<i>State Proposal of 01-18-13: Status Quo</i>		Status Quo
34	<b>29 – Vacant</b>	<i>State Proposal of 01-18-13: Status Quo</i>		Status Quo

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35	<b>30 – Vacant</b>	State Proposal of 01-18-13: Status Quo		Status Quo
36	<b>31 – Management Rights</b>	State Proposal of 01-18-13: Status Quo		Status Quo
37	<b>32 – Entire Agreement</b>	State Proposal of 01-18-13: Status Quo		Status Quo
38	<b>33 – Savings Clause</b>	State Proposal of 01-18-13: Status Quo		Status Quo

39 <b>Federation of Physicians and Dentists - State Employee Attorneys Guild</b>				
38	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
40	<b>7 – Employee Standards of Conduct and Performance</b>	State's 01-24-13 Proposal: Status Quo.	No Proposal Offered.	Status Quo
41	<b>10 – Classification and Pay Plan</b>	State's 01-24-13 Proposal:  Status Quo.	No Proposal Offered.	Status Quo
42	<b>18 – Wages</b>	State's 01-30-13 Proposal:  Pay shall be in accordance with 2013-14 General Appropriations Act.  Other provisions: Unemployment Rate Incentive: a one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013.  Variable Compensation Award: one-time compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance.	No Proposal Offered.	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
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43		Recidivism Reduction Incentive: a one-time, non-discretionary, lump sum bonus award of \$500, plus applicable taxes to eligible Department of Corrections' employees.  Temporary special duties additive during deployment to a facility or area closed due to an emergency, performance pay, and savings sharing program.		
44	<b>19 – Insurance Benefits</b>	State's 01-24-13 Proposal: Status Quo.	No Proposal Offered.	Status Quo

**Federation of Physicians and Dentists - Supervisory Non-Professional Unit**

45	46	47	48	49
	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
	<b>11 – Classification and Pay Plan</b>	State's 01-24-13 Proposal: Status Quo.	No Proposal Offered.	Status Quo
	<b>23 – Insurance Benefits</b>	State's 01-24-13 Proposal: Status Quo.	No Proposal Offered.	Status Quo
	<b>25 – Wages</b>	State's 01-30-13 Proposal:  Pay shall be in accordance withr 2013-14 General Appropriations Act.  Other provisions: Unemployment Rate Incentive: a one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013.  Variable Compensation Award: one-time compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance.  Recidivism Reduction Incentive: a one-time, non-discretionary, lump sum bonus award of \$500, plus applicable taxes to eligible	No Proposal Offered.	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

50		Temporary special duties additive during deployment to a facility or area closed due to an emergency, performance pay, and savings sharing program.		
51	<b>Federation of Physicians and Dentists - SES Physicians Unit</b>			
52	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
53	<b>18-Wages</b>	<p><i>State's 01-30-13 Proposal:</i></p> <p>Pay shall be in accordance with Fiscal Year 2013-14 General Appropriations Act.</p> <p>Unemployment Rate Incentive: a one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013.</p> <p>Variable Compensation Award: one-time compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance.</p> <p>Recidivism Reduction Incentive: a one-time, non-discretionary, lump sum bonus award of \$500, plus applicable taxes to eligible</p> <p>Temporary special duties additive during deployment to a facility or area closed due to an emergency, performance pay, and savings sharing program.</p>	<i>No Proposal Offered.</i>	GAA
54	<b>19-Insurance Benefits</b>	<p>State's 01-24-13 Proposal:</p> <p>Status Quo.</p>	<i>No Proposal Offered.</i>	Status Quo
55	<b>21-Pay Plan and Classification of Work</b>	<p>State's 01-24-13 Proposal:</p> <p>Status Quo.</p>	<i>No Proposal Offered.</i>	Status Quo

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

**Police Benevolent Association - Law Enforcement Unit**

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Article	State's Last Proposal	Union's Last Proposal	House Offer #1
<p><b>Article 10 – Disciplinary Action</b></p>	<p><i>State's 04-04-13 Proposal:</i></p> <p>(A) Clarifies that employees with permanent status in their current position may be disciplined for cause.</p> <p>(B) Clarifies that employees who are not permanent in their current position shall not have access to the grievance procedure in Article 6 when dismissed.</p> <p>Section (C): Status Quo.</p> <p>Section (D): Status Quo.</p> <p>(E) Clarifies that letters of counseling or counseling notices are documentation of minor work deficiencies or conduct concerns and are not discipline and are not grievable; they may be used at administrative hearings to demonstrate that an employee had notice of performance deficiencies or conduct concerns.</p> <p>(F) Clarifies that an employee with permanent status in his current position may appeal a reduction in base pay, involuntary transfer of over 50 miles, suspension, demotion, or dismissal to the Public Employees Relations Commission or in the alternative,</p> <p>Proposes that the agency may deduct special compensatory leave equal to term of a disciplinary suspension in lieu of employee suspension. Agency must consider employee's preference. Annual leave may be deducted if the employee lacks sufficient special compensatory leave. Employee's personnel file will reflect a disciplinary suspension if employee serves the suspension or has leave deducted.</p> <p>New Section (G): Written reprimands shall be subject to grievance procedure in Article 6; the decision is final and binding at Step 3.</p>	<p><i>Union's 11-19-12 Proposal:</i></p> <p>Status Quo.</p>	<p>State Proposal of 4-4-13</p>

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

Article	State's Last Proposal	Union's Last Proposal	House Offer #1
<p>59 <b>Article 18 – Hours of Work, Leave and Job-Connected Disability</b></p>	<p><i>State's 01-23-13 Proposal:</i></p> <p><b>Section 6, Special Compensatory Leave:</b></p> <p>Previous collective bargaining agreements only permitted employees to accumulate a maximum of 240 hours of special compensatory leave credits. However, certain employees were allowed to accumulate larger balances. Nothing in the State's proposal is intended to address the validity or invalidity of special compensatory leave credits above 240 hours earned prior to July 1, 2013.</p> <p>(A) Earning of Special Comprehensive Leave Credits. Special compensatory leave credits may be earned only in the following instances:</p> <p>(1) By an employee in the career service for work performed on a holiday as defined in section 110.117, Florida Statutes, or for work performed during a work period that includes a holiday, as provided by the Rules of the State Personnel System.</p> <p>(2) By an employee in the career service for work performed in the employee's assigned office, facility, or region which is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition.</p>	<p><i>Union's 4-24-13 Proposal:</i></p> <p>Defines special compensatory leave as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under an Executive Order during emergency conditions.</p> <p>Employees shall have 60 calendar days to use earned special compensatory leave.</p> <p>The supervisor shall schedule the employee to use the special compensatory leave, if employee fails to use the leave during the 60 day period.</p> <p>Employees employed after July 1, 2013, permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established work week containing a holiday. This provision shall not apply to credit earned due to closure of a facility under an Executive Order during emergency conditions.</p>	<p>Union Proposal of 4-24-13, with amendment:</p> <p>"Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, Florida Administrative Code."</p>

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

61	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
62		<p>(B) Special Compensatory Leave Earned Prior to July 1, 2013:</p> <p>(1) Special compensatory leave credits earned, as described in subsection (A)(1), on or after July 1, 2013, which are not used each year by the April 30 or October 31 that immediately succeeds the work period in which the leave is credited, whichever date occurs earlier, shall be forfeited.</p> <p>(2) Special compensatory leave credits earned, as described in subsection (A)(2), on or after July 1, 2013, which are not used within 120 calendar days from the end of the work period in which the leave is credited shall be forfeited.</p> <p>(3) Each agency shall schedule employees earning special compensatory leave credits in a manner that allows all such leave credits earned on or after July 1, 2013, to be used within the time limits specified in subsections 1 and 2. However, if scheduling such leave within such time limits would prevent the agency from meeting minimum staffing requirements needed to ensure public safety, the agency head may extend the time limits specified in subsections 1 and 2 for up to an additional 180 calendar days. Extensions will not be allowed for any other reason.</p> <p>(C) No agency may make a payout of unused special</p>	<p>Employees with special compensatory leave balance greater than 240 hours required to use minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to reduce the special compensatory leave balance to 240, whichever is less, prior to using annual leave, except if the failure to grant annual leave will result in its conversion to sick leave.</p>	
63	<b>Article 25 – Wages</b>	<p><i>State's 01-30-13 Proposal:</i></p> <p>Pay shall be in accordance with the 2013-14 General Appropriations Act.</p> <p>Unemployment Rate Incentive: A one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013, per the Governor's budget recommendation.</p> <p>Variable Compensation Award: A one-time, discretionary compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance, per the Governor's budget recommendation.</p>	<p><i>Union's 11-19-12 Proposal:</i></p> <p>6% increase for all employees effective July 1, 2013.</p> <p>3% internal pay adjustment increase effective October 1, 2013, for employees with 7 continuous years of service and a "meets standards" performance evaluation.</p> <p>If an employee reaches the 7 years of service level subsequent to October 1, 2013, the employee shall receive the same internal pay adjustment.</p>	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

64	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
65		Temporary special duties additive during deployment to a facility or area closed due to an emergency pursuant to s. 110.219(7), FS., performance pay, and savings sharing program.		

**Police Benevolent Association - Florida Highway Patrol Unit**

66				
67	<b>Article 10 – Disciplinary Action</b>	<p><i>State's 04-04-13 Proposal:</i></p> <p>(A) Clarifies that employees with permanent status in their current position may be disciplined for cause.</p> <p>(B) Clarifies that employees who are not permanent in their current position shall not have access to the grievance procedure in Article 6 when dismissed.</p> <p>Section (C): Status Quo.</p> <p>Section (D): Status Quo.</p> <p>(E) Clarifies that letters of counseling or counseling notices are documentation of minor work deficiencies or conduct concerns and are not discipline and are not grievable; they may be used at administrative hearings to demonstrate that an employee had notice of performance deficiencies or conduct concerns.</p> <p>(F) Clarifies that an employee with permanent status in his current position may appeal a reduction in base pay, involuntary transfer of over 50 miles, suspension, demotion, or dismissal to the Public Employees Relations Commission or in the alternative, grieve such actions at Step 2 and processed through the Arbitration Step without review at Step 3, pursuant to the grievance procedure in Article 6.</p>	<p><i>Union's 11-19-12 Proposal:</i></p> <p>Section (C): Employees to be provided a copy of administrative sanctions placed in their official personnel file.</p> <p>Section (F): Administrative sanctions, such as the loss of vehicle use, would be grievable up to Step 2 (within the Department of Highway Safety &amp; Motor Vehicles).</p>	State's Proposal of 4-4-13

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

68	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
69		<p>Proposes that the DHSMV may deduct special compensatory leave equal to term of a disciplinary suspension in lieu of employee suspension. Agency must consider employee's preference. Annual leave may be deducted if the employee lacks sufficient special compensatory leave. Employee's personnel file will reflect a disciplinary suspension if employee serves the suspension or has leave deducted.</p> <p>New Section (G):Written reprimands shall be subject to grievance procedure in Article 6; the decision is final and binding at Step 3.</p>		
70	<b>Article 16 – Employment Outside State Government</b>	<p><i>State's 04-04-13 Proposal:</i></p> <p>Clarifies that employees wanting to perform outside police employment shall secure approval in advance in accordance with their agency's policies and procedures.</p> <p>Clarifies that requests for outside police employment can be revoked when outside employment conflicts with employee's</p> <p>Proposes scheduling of off-duty police employment shall be at the</p> <p>Proposes to maintain status Quo language that disapprovals of requests for outside employment shall be subject to the contract's expedited arbitration procedure.</p> <p>Proposes employees shall be responsible for reporting and paying all taxes incurred from off-duty police employment and off-duty non-police employment.</p>	<p><i>Union's 11-19-12 Proposal:</i></p> <p>Status Quo.</p>	State's Proposal of 4-4-13
71	<b>Article 18 – Hours of Work, Leave and Job-Connected Disability</b>	<p><i>State's 01-23-13 Proposal:</i></p> <p><b>Section 6, Special Compensatory Leave:</b></p>	<p><i>Union's 4-24-13 Proposal:</i></p> <p><b>Section 6 Special Compensatory Leave:</b></p>	Union Proposal of 4-24-13, with amendment:

HOUSE OFFER # 1 HB 5007 AND SB 1504

Collective Bargaining - Impasse Resolution

72	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
		<p>Previous collective bargaining agreements only permitted employees to accumulate a maximum of 240 hours of special compensatory leave credits. However, certain employees were allowed to accumulate larger balances. Nothing in the State's proposal is intended to address the validity or invalidity of special compensatory leave credits above 240 hours earned prior to July 1, 2013.</p>	<p>Defines special compensatory leave as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under an Executive Order during emergency conditions.</p>	<p>"Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, Florida Administrative Code."</p>
73		<p>(A) Earning of Special Compensatory Leave Credits. Special compensatory leave credits may be earned only in the following instances:</p> <p>(1) By an employee in the career service for work performed on a holiday as defined in section 110.117, Florida Statutes, or for work performed during a work period that includes a holiday, as provided by the Rules of the State Personnel System.</p> <p>(2) By an employee in the career service for work performed in the employee's assigned office, facility, or region which is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition.</p>	<p>Employees shall have 60 calendar days to use earned special compensatory leave.</p> <p>The supervisor shall schedule the employee to use the special compensatory leave, if employee fails to use the leave during the 60 day period.</p> <p>Employees employed after July 1, 2013, permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established work week containing a holiday. This provision shall not apply to credit earned due to closure of a facility under an Executive Order during emergency conditions.</p>	

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

74	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
75		<p>(B) Special Compensatory Leave Earned Prior to July 1, 2013:</p> <p>(1) Special compensatory leave credits earned, as described in subsection (A)(1), on or after July 1, 2013, which are not used each year by the April 30 or October 31 that immediately succeeds the work period in which the leave is credited, whichever date occurs earlier, shall be forfeited.</p> <p>(2) Special compensatory leave credits earned, as described in subsection (A)(2), on or after July 1, 2013, which are not used within 120 calendar days from the end of the work period in which the leave is credited shall be forfeited.</p> <p>(3) Each agency shall schedule employees earning special compensatory leave credits in a manner that allows all such leave credits earned on or after July 1, 2013, to be used within the time limits specified in subsections 1 and 2. However, if scheduling such leave within such time limits would prevent the agency from meeting minimum staffing requirements needed to ensure public safety, the agency head may extend the time limits specified in subsections 1 and 2 for up to an additional 180 calendar days. Extensions will not be allowed for any other reason.</p> <p>(C) No agency may make a payout of unused special compensatory leave credits earned on or after July 1, 2013.</p> <p>(D) An employee may be required to reduce special compensatory leave credit balances. Provides for substitution of special compensatory leave credits for requested leave and that, unless otherwise prohibited by law or rule, all requests for use of approved leave, other than administrative leave, first be charged to special compensatory leave credits the employee has accrued.</p>	<p>Employees with special compensatory leave balance greater than 240 hours required to use minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to reduce the special compensatory leave balance to 240, whichever is less, prior to using annual leave, except if the failure to grant annual leave will result in its conversion to sick leave.</p>	
76	<b>Article 25 – Wages</b>	<p><i>State's 01-30-13 Proposal:</i></p> <p>Pay shall be in accordance with Fiscal Year 2013-14 General Appropriations Act.</p>	<p><i>Union's 11-19-12 Proposal:</i></p> <p>6% increase for all employees effective July 1, 2013.</p>	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

77	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
78		<p>Provides for other pay provisions:</p> <p>Unemployment Rate Incentive: A one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013, per the Governor's budget recommendation.</p> <p>Variable Compensation Award: A one-time, discretionary compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance, per the Governor's budget recommendation.</p> <p>Proposes a temporary special duties additive during deployment to a facility or area closed due to an emergency, and provides for a cash payout of annual leave subject to and in accordance with section 110.219(7), F.S., performance pay, and Savings Sharing Program.</p>	<p>3% internal pay adjustment increase effective October 1, 2013, for employees with 7 continuous years of service and a "meets standards" performance evaluation.</p> <p>If an employee reaches the 7 years of service level subsequent to October 1, 2013, the employee shall receive the same internal pay adjustment.</p>	

**Police Benevolent Association - Special Agent Unit**

74	<b>Police Benevolent Association - Special Agent Unit</b>			
79	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
80	<b>Article 23 – Workday, Workweek and Overtime</b>	<p>State Proposal of 01-23-13: Section 6, Special Compensatory Leave:</p>	<p>Union Proposal of 04-23-13: Section 6 Special Compensatory Leave:</p>	<p>Union Proposal of 4-23-13, with amend.</p>

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

81		<p>Previous collective bargaining agreements only permitted employees to accumulate a maximum of 240 hours of special compensatory leave credits. However, certain employees were allowed to accumulate larger balances. Nothing in the State's proposal is intended to address the validity or invalidity of special compensatory leave credits above 240 hours earned prior to July 1, 2013.</p> <p>(A) Earning of Special Compensatory Leave Credits. Special compensatory leave credits may be earned only in the following instances:</p> <p>(1) By an employee in the career service for work performed on a holiday as defined in section 110.117, Florida Statutes, or for work performed during a work period that includes a holiday, as provided by the Rules of the State Personnel System.</p> <p>(2) By an employee in the career service for work performed in the employee's assigned office, facility, or region which is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition.</p> <p>(B) Special Compensatory Leave Earned Prior to July 1, 2013:</p> <p>(1) Special compensatory leave credits earned, as described in subsection (A)(1), on or after July 1, 2013, which are not used each year by the April 30 or October 31 that immediately succeeds the work period in which the leave is credited, whichever date occurs earlier, shall be forfeited.</p>	<p>Defines special compensatory leave as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under an Executive Order during emergency conditions.</p> <p>Employees shall have 60 calendar days to use earned special compensatory leave.</p> <p>The supervisor shall schedule the employee to use the special compensatory leave, if employee fails to use the leave during the 60 day period.</p> <p>Employees employed after July 1, 2013, permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established work week containing a holiday. This provision shall not apply to credit earned due to closure of a facility under an Executive Order during emergency conditions.</p> <p>Employees with special compensatory leave balance greater than 240 hours required to use minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to reduce the special compensatory leave balance to 240, whichever is less, prior to using annual leave, except if the failure to grant annual leave will result in its conversion to sick leave.</p>	<p>"Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, Florida Administrative Code."</p>
82				
83	<b>Article 25 – Wages</b>	<p><i>State Proposal of 01-30-13:</i></p> <p>Pay shall be in accordance with the 2013-14 General Appropriations Act.</p>	<p><i>Union Proposal of 11-19-12:</i></p> <p>Pay in accordance with the Fiscal Year 2013-14 General Appropriations Act, and</p>	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
 Collective Bargaining - Impasse Resolution

84	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
85		<p>Other pay provisions:</p>	<p>6% base rate of pay increase for all unit employees effective July 1, 2013</p>	
		<p>Unemployment Rate Incentive: A one-time, non-discretionary, \$1,200 lump sum bonus paid by August 30, 2013, per the Governor's budget recommendation.</p>	<p>3% internal pay adjustment increase effective October 1, 2013, for employees with 7 continuous years of service and a "meets standards" performance evaluation. Should an employee reach the 7 years of service level subsequent to October 1, 2013, the employee shall receive the same internal pay adjustment</p>	
		<p>Variable Compensation Award: A one-time, discretionary compensation award of \$5,000 to eligible employees achieving Outstanding job performance and \$2,500 to employees for achieving Commendable job performance, per the Governor's budget recommendation.</p>		
		<p>Section 4 - Proposes a temporary special duties additive during deployment to a facility or area closed due to an emergency.</p>	<p>5% temporary special duty additive for employees serving in the Protective Operations Squad effective July 1, 2013</p>	
86		<p>Section 5 - Proposes employees may be given the option of receiving payment for up to 24 hours of annual leave in accordance with s. 110.219(7), FS.                      Section 6 - Proposes each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.                      Section 7 - Proposes an employee or groups of employees may be eligible for monetary awards for ideas or programs that result in a cost saving to the state, pursuant to Section 110.1245(1), F.S.</p>		

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	<p>Section 8 – Proposes that in the event the 2013 Legislature provides different funding or eligibility provisions for the above-reference pay increases and payments, the state and the union agree that the increases and payments shall be administered in accordance with the provisions of the Fiscal Year 2013-2014 General Appropriations Act, or any other relevant statutes.</p>		
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87 **Teamsters Local Union No. 2011 - Security Services Unit**

88 <b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
89 <b>23 – Hours of Work/Overtime</b>	<p><i>State Proposal of 01-25-13:</i></p> <p>Section 1(A) – Proposes the normal workday is 8 hours or 12 hours; the normal workday for Department of Corrections' employees assigned to public or Department of Transportation work squads is 10 hours.</p> <p>Section 1(D) – clarifies management's right to approve time off for its employees; failure to approve requests for time off shall not be grievable.</p>	<p><i>Union Proposal of 12-04-12:</i></p>	<p>State's Proposal of 1-25-13</p>

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90		<p>Section 6(B) - Special Compensatory Leave - Status Quo.</p>	<p>Section 6(B) – Special Compensatory Leave Earned Prior to July 1, 2012: proposes for employees with special compensatory leave balances in excess of 240 hours as of June 30, 2012, a ten-year “phase-out period” to reduce special compensatory leave balances; excess hours not used by June 30, 2023 will be eliminated; for employees with special compensatory leave balances of at least 540 hours, the employee may request and receive a one-time payout of up to 300 hours payable at a discounted rate of 75% of the employee’s current rate of pay; for employees who separate from the employing agency during the phase-out period, pay all special compensatory leave earned before June 30, 2012 at the employee’s current rate of pay; employees may be required to reduce special compensatory leave credit balances, but only balances above 240 hours, and required leave shall be scheduled in increments of time equal to the employee’s normal hours of work.</p> <p>Section 6(C) – Special Compensatory Leave Earned On or After July 1, 2013: proposes if scheduling of special compensatory leave within the 180 calendar day extension would prevent the agency from meeting minimum staffing requirements to ensure public safety, the agency must compensate the employee for the leave at the expiration of 180 days, at the employee’s current rate of pay; proposes striking prohibition for</p> <p>Section 6(D) – proposes striking that unless otherwise prohibited by law or rule, all requests for use of approved leave, other than administrative leave, shall first be charged to any special compensatory leave credits the employee has accrued.</p>	
91	<b>25 – Wages</b>	<p><i>State Proposal of 01-30-13:</i></p>	<p><i>Union Proposal of 12-03-12:</i></p>	GAA
92		<p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2013-2014 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2013-2014 General Appropriations Act.</p>	<p>Section 1 – proposes base rate of pay increases based on years of service with their respective agencies, effective July 1, 2013:</p> <p>0-3 years - 3%        4-6 years - 5%        7+ years - 7%</p>	

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Collective Bargaining - Impasse Resolution

93	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
		<p>Section 2 – Proposes Unemployment Rate Incentive as provided in the Governor's Budget Recommendations</p> <p>Section 3 – Proposes Variable Compensation Award as provided</p> <p>Section 4 – Proposes Recidivism Reduction Incentive as provided in the Governor's Budget Recommendations</p> <p>Section 5 – Proposes Temporary Special Duties Pay Additive for employees temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not</p> <p>Section 6 – Proposes employees may be given the option of receiving up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S.</p> <p>Section 7 – Proposes each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to</p> <p>Section 8 – Proposes an employee or groups of employees may be eligible for monetary awards for ideas or programs that result</p> <p>Section 9 – Proposes that in the event the 2013 Legislature provides different funding or eligibility provisions for the above-referenced pay increases and payments, the state and the union agree that the increases and payments shall be administered in accordance with the provisions of the Fiscal Year 2013-2014 General Appropriations Act, or any other relevant statutes.</p>	<p>New Section 7 – Wage Increase "Me Too" Clause – proposes cost of living adjustments and any other uniformly applied wage increases at the same percentage level of those offered to other bargaining units of state</p>	

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**AFSCME Florida Council 79**

97	<b>Article</b>	<b>State's Last Proposal</b>	<b>Union's Last Proposal</b>	<b>House Offer #1</b>
98	<b>4 – No Discrimination</b>	<p>State Proposal of January 8, 2013:</p> <p>Status Quo</p>	<p>Union Proposal of January 28, 2013:</p> <p>Proposes new Section 2 – Compliance with all State wage and hour laws, the Federal Fair Labor Standards Act (FLSA), and the Occupational Safety and Health Act (OSHA)</p>	Status Quo

HOUSE OFFER # 1 HB 5007 AND SB 1504  
Collective Bargaining - Impasse Resolution

99	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
100	<b>6 – Grievance Procedure</b>	<p><i>State Proposal of March 29, 2013:</i></p> <p>Proposes: (1) option of initiating grievances at the oral discussion step or at Step 1; (2) proposes the parties may submit a grievance to mediation after it has been submitted to arbitration but before the arbitration hearing; (3) arbitration hearings shall be scheduled as soon as feasible but not more than 5 months following the receipt of the appeal; provides exceptions based on documented unusual and compelling circumstances; (4) requires issues of arbitrability be heard in an expedited hearing limited to one day and, if the arbitrator determines that the issue is arbitrable, another arbitrator be chosen to conduct a hearing on the substantive issues.</p>	<p><i>Union Proposal of January 28, 2013:</i></p> <p>Status Quo</p>	State's Proposal of 3-29-13
102	<b>13 – Health and Safety</b>	<p><i>State Proposal of March 29, 2013:</i></p> <p>Proposes moving former Section 1(A) language to policy statement; removes references to Executive Order 2000-292 regarding workplace safety as previously proposed; provides for the selection of two employees of each facility to serve on the safety committee.</p>	<p><i>Union Proposal of January 28, 2013:</i></p> <p>Proposes new Section 1 providing state policy to make every reasonable effort to provide employees a safe and healthy working environment, including compliance with the federal Occupational Safety and Health Act;</p>	Status Quo
104	<b>18 – Leaves of Absence, Hours of Work, Disability Leave</b>	<p><i>State Proposal of January 30, 2013:</i></p> <p>Status Quo</p>	<p><i>Union Proposal of January 28, 2013:</i></p> <p>Proposes that an employee be paid time and a half for special compensatory leave credits earned after July 1, 2012, that cannot be used by April 30 or October 31 because of operational needs of the agency, unless the agency and employee agree to extend the date the credits must be used for an additional 180 days; strikes the current language prohibiting a payout of special comp credits earned on or after July 1, 2012.</p>	Status Quo
105	<b>25 – Wages</b>	<p><i>State Proposal of January 30, 2013:</i></p>	<p><i>Union Proposal of February 4, 2013:</i></p> <p>Proposes employee wage increase narrative. Section 1 – Proposes a 5% base rate of pay increase, including applicable taxes; minimum increase of \$1,200</p>	GAA

HOUSE OFFER # 1 HB 5007 AND SB 1504  
 Collective Bargaining - Impasse Resolution

106	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
		<p>Section 2 – Proposes Unemployment Rate Incentive as provided in the Governor's Budget Recommendations</p>		
		<p>Section 3 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations</p>		
107		<p>Section 4 – Proposes Recidivism Reduction Incentive as provided in the Governor's Budget Recommendations</p>		
		<p>Section 5 – Proposes Temporary Special Duties Pay Additive of up to 15%, subject to availability of funds and at the agency head's discretion, for employees temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.</p>	<p>Section 5 – Proposes Temporary Special Duties Pay Additive of up to 15% for employees temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.</p>	
		<p>Section 6 – Proposes employees may be given the option of receiving up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S.</p>	<p>Section 2 (union changes order of sections) – Proposes employees will have the option of receiving a cash payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S.; and the option of a payout each December for all unused special compensatory leave earned after July 1, 2012.</p>	
		<p>Section 7 – Proposes each agency is authorized to grant merit pay increases based on the employee's exemplary performance as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, F.A.C.</p>		
		<p>Section 8 – Proposes an employee or groups of employees may be eligible for monetary awards for ideas or programs that result in a cost saving to the state, pursuant to Section 110.1245(1), F.S.</p>		

HOUSE OFFER # 1 HB 5007 AND SB 1504  
 Collective Bargaining - Impasse Resolution

108		Section 9 – Proposes that in the event the 2013 Legislature provides different funding or eligibility provisions for the above-reference pay increases and payments, the state and the union agree that the increases and payments shall be administered in accordance with the provisions of the Fiscal Year 2013-2014 General Appropriations Act, or any other relevant statutes.	
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**Federation of Public Employees - Lottery Employees**

	Article	State's Last Proposal	Union's Last Proposal	House Offer #1
110	<b>18-Wages</b>	State's 01-30-13 Proposal:  Section 1 – Proposes pay shall be in accordance with 2013-2014 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2013-2014 General Appropriations Act.	Tiered minimum pay plan based on years of service: 20 - 25 Years: \$40,000 15 - 20 Years: \$38,000 10 - 15 Years: \$36,000 5 - 10 Years: \$34,000 1 - 5 Years: \$ 1,000 (one lump sum bonus)	GAA
111		Section 2 – Proposes Unemployment Rate Incentive as provided in the Governor's Budget Recommendations.  Section 3 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.		

**HOUSE OFFER #1: HB 5005 AND SB 1810**  
**Florida Retirement System and Health Insurance Subsidy Employer Contribution Rates**

Line	Issue	SB 1810	HB 5005	House Offer #1
1	<b>Section 112.363</b>			
	Employer Contribution Rates for HIS subsidy	Increases rates from 1.11% of salary to 1.25% of salary, effective July 1, 2013.	Silent	Modified Senate Position per budget conference agreement with contribution rate increased to 1.20%
2	<b>Section 121.052</b>			
	Employer Contribution Rates for HIS subsidy - Elected Officers' Class	Increases rates from 1.11% of salary to 1.25% of salary, effective July 1, 2013.	Silent	Modified Senate Position per budget conference agreement with contribution rate increased to 1.20%
3	<b>Section 121.055</b>			
	Employer Contribution Rates for HIS subsidy - Senior Management Services Class	Increases rates from 1.11% of salary to 1.25% of salary, effective July 1, 2013.	Silent	Modified Senate Position per budget conference agreement with contribution rate increased to 1.20%
4	<b>Section 121.071</b>			
	Employer Contribution Rates for HIS subsidy - Regular Class, Special Risk Class, others	Increases rates from 1.11% of salary to 1.25% of salary, effective July 1, 2013.	Silent	Modified Senate Position per budget conference agreement with contribution rate increased to 1.20%
5	<b>Section 121.71</b>			
	Normal Cost Contribution	Sets contribution rates at blended rates based on 2012 Valuation; table contains rate for two years.	Sets contribution rates at blended rates based on 2012 Valuation; table contains rates effective July 1, 2013 forward, in one column.	House Position
	Contribution for Unfunded Actuarial Liability	Sets contribution rates at blended rates based on 2012 Valuation; table contains rate for two years.	Sets contribution rates at blended rates based on 2012 Valuation; table contains rates effective July 1, 2013 forward, in one column.	House Position
6	Important State Interest related to retirement contribution costs.	Included	Included	House Position
7	Important State Interest related to Health Insurance Subsidy costs.	Included	Silent	Senate Position

**Finance and Tax Budget Conference 2013--4-30-2013**

**CS/SB 406 House Offer #1**

Section	Senate Bill	House Amendment	House Offer #1
1	N/A	Increases the tax credits available for the New Markets program by \$15M total, \$3M per year (-\$3.0M GR recur beginning in FY 2015-16)	House
2	N/A	N/A	Sales Tax exemption for natural gas used in non-combustion fuel cells to generate electricity

**Senate Subcommittee on Criminal/Civil Justice Appropriations and  
House Subcommittee on Justice Appropriations  
Bump Conforming Bills**

Line #	Issue	House Bill #	House Provision	Senate Bill #	Senate Provision	House Bump Offer #1
1	Clerks of Court	5301	Removes clerks of court and the Clerks of Court Operations Corporation from the GAA; provides for oversight and accountability; expands the role of the LBC in the clerks' budget process and requires the clerks of court and the Corporation to submit annual budget request to the LBC.	1512	Removes clerks of court from the GAA; provides for oversight and accountability; expands the role of the LBC in the clerks' budget process; requires the clerks of court and the Corporation to submit annual budget request to the LBC; sets a budget limit for the clerks in the implementing bill.	House bill language with the following changes: <ul style="list-style-type: none"> <li>• Clarifying language allowing the Corporation to participate in FRS as they did prior to 2009.</li> <li>• Remove Chapter 287 procurement requirements for the clerks.</li> <li>• Add additional language to ensure budget transparency.</li> <li>• Technical adjustments, including allowing the collections made in June to be effected by the bill and not current law.</li> </ul>