



Appropriations Conference Chairs

BUMP ISSUES

**House Health Care Appropriations/
Senate Appropriations Subcommittee on Health & Human Services**

Senate Offer #1

- Proviso

**Monday, April 28, 2014
11:00 p.m.
212 Knott Building**

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
AGENCY FOR HEALTH CARE ADMINISTRATION			
203	SPECIAL CATEGORIES GRANTS AND AIDS - RURAL HOSPITAL FINANCIAL ASSISTANCE PROGRAM	SENATE	From the funds in Specific Appropriation 203, \$XXX in nonrecurring funds from the General Revenue Fund is provided to add Putnam Community Medical Center, Raulerson Hospital, Sacred Heart Hospital on the Gulf Coast, and Sacred Heart Hospital on the Emerald Coast as rural hospitals eligible for the Rural Hospital Financial Assistance program under section 409.9116, Florida Statutes.
209	SPECIAL CATEGORIES GRADUATE MEDICAL EDUCATION	SENATE MODIFIED	From the funds in Specific Appropriation 209, \$25,000 in nonrecurring funds from the General Revenue Fund and \$73,640 in nonrecurring funds from the Medical Care Trust Fund are provided to the Jackson Memorial Graduate Medical Education Program.
210	SPECIAL CATEGORIES HOSPITAL INPATIENT SERVICES	SENATE MODIFIED	<p>Funds in Specific Appropriation 210 reflect an increase of \$1,977,133 from the General Revenue Fund and \$4,016,519 from the Medical Care Trust Fund to classify sole community hospitals as rural hospitals under section 395.602(2), Florida Statutes, and for sole community hospitals to be recognized as rural hospitals in the Agency for Health Care Administration's Diagnosis Related Group (DRG) reimbursement methodology for hospital inpatient services.</p> <p>Funds in Specific Appropriation 210 reflect an increase of \$XXX in nonrecurring funds from the General Revenue Fund and \$XXX in nonrecurring funds from the Medical Care Trust Fund for sole community hospitals that meet the definition of "rural hospital" under section 395.602(2)(e)4., Florida Statutes, to be recognized as rural hospitals in the Agency for Health Care Administration's Diagnosis Related Group (DRG) reimbursement methodology for hospital inpatient services.</p>
241	SPECIAL CATEGORIES NURSING HOME CARE	SENATE MODIFIED	From the funds in Specific Appropriations 241, 239 and 240 \$XXX from the General Revenue Fund and \$XXX from the Medical Care Trust Fund are provided to increase the personal needs allowance from \$35 to \$XX per month for residents in institutional settings.

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
242	<p>SPECIAL CATEGORIES PREPAID HEALTH PLAN/LONG TERM CARE</p> <p>From the funds in Specific Appropriation 242, \$8,000,000 from the General Revenue Fund and \$11,782,394 from the Medical Care Trust Fund are provided to serve elders on the Medicaid Long Term Care waitlist who have been classified as a priority score of five or higher.</p>	SENATE MODIFIED	<p>From the funds in Specific Appropriation 242, \$XXX from the General Revenue Fund and \$XXXX from the Medical Care Trust Fund are provided to serve elders and disabled adults in the Managed Care Long Term Care Waiver. Individuals from the waitlist who are assessed at a priority score of five or higher shall be enrolled first.</p>
AGENCY FOR PERSONS WITH DISABILITIES			
267A	<p>SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES</p> <p>From the funds in Specific Appropriation 267A, the nonrecurring sum of \$200,000 from the General Revenue Fund is provided to the ARC of Florida for additional dental services.</p>	HOUSE	
287	EXPENSES	SENATE MODIFIED	<p>The Personal Needs Allowance for residents of Sunland Center or Tacachale or individuals assigned to the Developmental Disabilities Defendant Program at Florida State Hospital is hereby increased from \$35 per month to \$XX per month. From the funds in Specific Appropriation 287, \$54,521 from the General Revenue Fund and \$XXX from the Operations and Maintenance Trust Fund is provided to the Agency for Persons with Disabilities to offset the fiscal impact to the agency resulting from this increase in the Personal Needs Allowance.</p>
296	<p>FIXED CAPITAL OUTLAY AGENCY FOR PERSONS WITH DISABILITIES FIXED CAPITAL OUTLAY NEEDS FOR CENTRALLY MANAGED FACILITIES</p> <p>From the funds in Specific Appropriation 296, the nonrecurring sum of \$2,042,092 from the General Revenue Fund and \$640,208 from the Social Services Block Grant Trust Fund is provided for the replacement and renovation of the hot water boiler, thermal lines, and emergency generators at the Sunland center as identified in the agency's Capital Improvement Plan.</p>	SENATE MODIFIED	<p>From the funds in Specific Appropriation 296, the sum of \$2,042,092 in nonrecurring funds from the General Revenue Fund and \$640,028 in nonrecurring funds from the Social Services Block Grant Trust Fund is provided for life/safety repairs, ADA code corrections, and other critical repairs to state facilities.</p>

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
	DEPARTMENT OF CHILDREN AND FAMILIES		
330A	SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES	SENATE MODIFIED	From the funds in Specific Appropriation 330A, \$25,000 in nonrecurring funds from the General Revenue Fund is provided to the Florida Alliance of Boys and Girls Clubs.
342	SPECIAL CATEGORIES GRANTS AND AIDS - COMMUNITY BASED CARE FUNDS FOR PROVIDERS OF CHILD WELFARE SERVICES From the funds in Specific Appropriation 342, the nonrecurring sum of \$850,000 from the General Revenue Fund is provided to Devereux Community Based Care to expand services to sexually exploited youth.	SENATE MODIFIED	From the funds in Specific Appropriation 342, \$825,027 in nonrecurring funds from the General Revenue Fund is provided to Devereux Florida to serve sexually exploited youth.
342A	GRANTS AND AIDS TO LOCAL GOVERNMENTS AND NONSTATE ENTITIES - FIXED CAPITAL OUTLAY PLACE OF HOPE AT THE HAVEN CAMPUS	SENATE MODIFIED	From the funds in Specific Appropriation 342, \$12,500 in nonrecurring funds from the General Revenue Fund is provided to the Place of Hope at the Haven Campus.
348	SPECIAL CATEGORIES GRANTS AND AIDS - PUBLIC SAFETY, MENTAL HEALTH, AND SUBSTANCE ABUSE LOCAL MATCHING GRANT PROGRAM	SENATE	From the funds in Specific Appropriation 348, the recurring sum of \$2,658,339 and nonrecurring sum of \$341,661 from the General Revenue Fund is provided for the Public Safety, Mental Health, and Substance Abuse Local Matching Grant Program. From the nonrecurring funds, the sum of \$250,000 shall be provided to the Bob Janes Triage Center in Lee County.
351	SPECIAL CATEGORIES GRANTS AND AIDS - COMMUNITY MENTAL HEALTH SERVICES	SENATE MODIFIED SENATE MODIFIED	From the funds in Specific Appropriation 351, \$500,000 in nonrecurring funds from the General Revenue Fund is provided for the Department of Children and Families to contract with the Orange County Central Receiving Center for a jail diversion program for individuals with mental health or substance abuse issues. From the funds in Specific Appropriation 351, \$25,000 in nonrecurring funds from the General Revenue Fund is provided for the following: Camillus House - Mental Health/Drug Treatment for the Homeless..... 25,000

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
355	<p>SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES</p> <p>From the funds in Specific Appropriation 355 and 356, \$1,000,000 from the General Revenue Fund is provided for cost of living increases for the following providers:</p> <p>South Florida State Hospital..... 320,000 Florida Civil Commitment Center..... 240,000 Treasure Coast..... 205,228 South Florida Evaluation & Treatment Center..... 234,772</p>	HOUSE MODIFIED	
366C	<p>GRANTS AND AIDS TO LOCAL GOVERNMENTS AND NONSTATE ENTITIES - FIXED CAPITAL OUTLAY CRISIS STABILIZATION UNITS AND TRIAGE CENTERS FOR MENTAL HEALTH SERVICES</p> <p>From the funds in Specific Appropriation 366A, the nonrecurring sum of \$2,000,000 from the General Revenue Fund is provided for the Peace River Center to develop an inpatient crisis stabilization unit and Baker Act triage center.</p>	HOUSE	
366D	<p>GRANTS AND AIDS TO LOCAL GOVERNMENTS AND NONSTATE ENTITIES - FIXED CAPITAL OUTLAY AGAPE SPECIALIZED THERAPEUTIC GROUP HOME - MIAMI-DADE</p>	SENATE MODIFIED	Funds in Specific Appropriation 366A \$137,500 in nonrecurring funds from the General Revenue Fund are provided for renovations for a Specialized Therapeutic Group Care facility for adolescents in the foster care system in Miami-Dade County.
372	<p>SPECIAL CATEGORIES GRANTS AND AIDS - COMMUNITY SUBSTANCE ABUSE SERVICES</p>	SENATE MODIFIED	From the funds in Specific Appropriation 372, the recurring sum of \$10,000,000 from the General Revenue Fund is provided for the expansion of substance abuse services for pregnant women and their affected families. These services shall include the expansion of residential treatment, outpatient treatment with housing support, outreach, detoxification, child care and post-partum case management supporting both the mother and child consistent with recommendations from the Statewide Task Force on Prescription Drug Abuse and Newborns. Priority for services shall be given to counties with greatest need and available treatment capacity.
395	<p>FINANCIAL ASSISTANCE PAYMENTS PERSONAL CARE ALLOWANCE</p>	SENATE MODIFIED	From the funds in Specific Appropriation 395, \$995,116 from the General Revenue Fund and \$14,009 from the Federal Grants Trust Fund are provided to increase the personal needs allowance from \$35 to \$XX per month for residents in institutional settings.

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
DEPARTMENT OF ELDER AFFAIRS			
413	<p>SPECIAL CATEGORIES GRANTS AND AIDS - OLDER AMERICANS ACT PROGRAM</p> <p>From the funds in Specific Appropriation 413, the following projects are funded from nonrecurring general revenue funds:</p> <p>City of Hialeah Senior Center..... 700,000 Hialeah Gardens - Hot Meals..... 215,000 Ruth & Norman Rales Jewish Family Services..... 250,000</p>	HOUSE - SENATE MODIFIED	<p>From the funds in Specific Appropriation 413, the following projects are funded with nonrecurring funds from the General Revenue Fund:</p> <p>Little Havana Activity Center Adult Day Care..... XX City of Hialeah - Hot Meals..... XX Little Havana Activity Center - Local Services Program (LSP) XX Aging True Community Senior Services..... XX LSP Sisters & Brothers Forever..... XX Little Havana Activities Center..... XX Town of Medley..... XX Tampa Jewish Community & Federation Project..... XX City of Miami Springs Hot Meals Program..... XX</p>
434	<p>SPECIAL CATEGORIES PUBLIC GUARDIANSHIP CONTRACTED SERVICES</p>	SENATE NEW	<p>From the funds in Specific Appropriation 434, \$3,000,000 in nonrecurring funds from the General Revenue Fund is provided to operate the Public Guardianship program on a statewide basis and to allow resources to be allocated to local public guardianship offices based on need.</p> <p>From the funds in Specific Appropriation 434, \$750,000 from the General Revenue Fund is provided to Lutheran Services Florida to provide guardianship services to the indigent on a statewide basis.</p>
DEPARTMENT OF HEALTH			
459	<p>AID TO LOCAL GOVERNMENTS GRANTS AND AIDS - EPILEPSY SERVICES</p> <p>From the funds in Specific Appropriation 459, \$1,000,000 in nonrecurring funds from the General Revenue Fund is provided to the Epilepsy Services Program.</p>	HOUSE	<p>From the funds in Specific Appropriation 459, \$50,000 in nonrecurring funds from the General Revenue Fund is provided to the Epilepsy Services Program.</p>
461	<p>AID TO LOCAL GOVERNMENTS GRANTS AND AIDS - PRIMARY CARE PROGRAM</p>	SENATE MODIFIED	<p>From the funds in Specific Appropriation 461, the following project is funded from nonrecurring funds in the General Revenue Fund:</p> <p>Florida Association of Free and Charitable Clinics..... 250,000</p>

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
462A	AID TO LOCAL GOVERNMENTS GRANTS AND AIDS - RURAL PRIMARY CARE RESIDENCY SLOTS	SENATE MODIFIED	From the funds in Specific Appropriation 462A \$1,500,000 from the General Revenue Fund is provided for the Sacred Heart Hospital Rural Primary Care Residency Program.
468	SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES From the funds in Specific Appropriation 468, \$1,500,000 in nonrecurring funds from the General Revenue Fund is provided to Bethesda Health for the Bethesda College of Health Sciences program to integrate a high fidelity stimulation lab for enhanced clinical training in nursing, pharmacy, rehabilitation, radiology and nutrition for allied health students, and to enhance the Clinical Nursing Preceptor Program to provide evidence-based programs in Critical Care, Pediatric Intensive Care, Neonatal Intensive Care, Emergency Services and Cardiac Intensive Care. From the funds in Specific Appropriation 468, \$931,017 from the General Revenue Fund, of which \$631,017 is nonrecurring, is provided to the Mary Brogan Breast and Cervical Cancer Early Detection Program.	HOUSE HOUSE MODIFIED SENATE MODIFIED	From the funds in Specific Appropriation 468, the following projects are funded from nonrecurring funds in the General Revenue Fund: Bethesda Health - Bethesda College of Health Sciences..... 500,000 Mary Brogan Breast and Cervical Cancer Early Detection Program..... 25,000 From the funds in Specific Appropriation 468, \$1,250,000 from the General Revenue Fund, of which \$250,000 is nonrecurring, is provided to VisionQuest to provide freecomprehensive eye examinations and eyeglasses to financially disadvantaged school children who have no access to vision care. These services will be provided statewide and VisionQuest shall be reimbursed at current Medicaid rates for exams, refractions, and dispensing; and at a flat rate of \$48 for eyeglasses.
469	SPECIAL CATEGORIES GRANTS AND AIDS - HEALTHY START COALITIONS From the funds in Specific Appropriation 469, \$150,000 in nonrecurring funds from the General Revenue Fund is provided to the Association of Healthy Start Coalitions for the implementation of an Administrative Services Organization (ASO) pursuant to section 409.975(4), Florida Statutes.	HOUSE NEW	
473	SPECIAL CATEGORIES BIOMEDICAL RESEARCH From the funds in Specific Appropriation 473, \$3,000,000 in nonrecurring funds from the General Revenue Fund is provided to the Vaccine and Gene Therapy Institute of Florida.	SENATE MODIFIED HOUSE MODIFIED	From the funds in Specific Appropriation 473, \$3,000,000 in nonrecurring funds from the Biomedical Research Trust Fund is provided to the Torrey Pines Institute for Molecular Studies. From the funds in Specific Appropriation 473, \$150,000 in nonrecurring funds from the General Revenue Fund is provided to the Vaccine and Gene Therapy Institute of Florida.

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

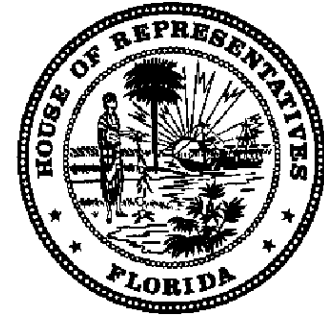
BUMP PROVISIO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)						
481A	<p>GRANTS AND AIDS TO LOCAL GOVERNMENTS AND NONSTATE ENTITIES - FIXED CAPITAL OUTLAY GRANTS AND AIDS - HEALTH FACILITIES</p> <p>From the funds in Specific Appropriation 481A, \$2,000,000 in nonrecurring funds from the General Revenue Fund is provided for disaster mitigation and sea rise resiliency improvements to the protective seawall infrastructure at Mount Sinai Medical Center.</p>	<p>SENATE SENATE MODIFIED HOUSE</p>	<p>From the funds in Specific Appropriation 481A, the following projects are funded from nonrecurring funds in the General Revenue Fund:</p> <table><tr><td>Jackson Hospital - Energy Plant Repair.....</td><td>3,400,000</td></tr><tr><td>Jackson Hospital - Operating Room Renovation.....</td><td>2,000,000</td></tr><tr><td>Mount Sinai Hospital - Seawall Restoration and Flood Mitigation.....</td><td>50,000</td></tr></table>	Jackson Hospital - Energy Plant Repair.....	3,400,000	Jackson Hospital - Operating Room Renovation.....	2,000,000	Mount Sinai Hospital - Seawall Restoration and Flood Mitigation.....	50,000
Jackson Hospital - Energy Plant Repair.....	3,400,000								
Jackson Hospital - Operating Room Renovation.....	2,000,000								
Mount Sinai Hospital - Seawall Restoration and Flood Mitigation.....	50,000								
524	<p>SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES</p> <p>From the funds in Specific Appropriation 524, \$1,000,000 in nonrecurring funds from the General Revenue Fund is provided to the Bitner/Plante Amyotrophic Lateral Sclerosis Initiative of Florida.</p>	<p>HOUSE</p>							
525	<p>SPECIAL CATEGORIES DRUGS, VACCINES AND OTHER BIOLOGICALS</p>	<p>SENATE MODIFIED</p>	<p>From the funds in Specific Appropriation 525, \$50,000 in nonrecurring funds from the General Revenue Fund is provided for the county health departments to provide Hepatitis C (HCV) testing, diagnosis and linkage to care. The department shall establish a process to accept requests for funding from the county health departments and distribute the funding on a first-come-first-served basis.</p>						
533	<p>SPECIAL CATEGORIES GRANTS AND AIDS - SPINAL CORD RESEARCH</p> <p>From the funds in Specific Appropriation 533, \$750,000 in nonrecurring funds from the General Revenue Fund is provided to the Miami Project to Cure Paralysis for brain and spinal cord injury research.</p>	<p>HOUSE MODIFIED</p>	<p>From the funds in Specific Appropriation 533, \$100,000 in nonrecurring funds from the General Revenue Fund is provided to the Miami Project to Cure Paralysis for brain and spinal cord research.</p>						
538	<p>FIXED CAPITAL OUTLAY HEALTH FACILITIES REPAIR AND MAINTENANCE - STATEWIDE</p> <p>From the funds in Specific Appropriation 538, \$2,178,388 in nonrecurring funds from the Planning and Evaluation Trust Fund and \$5,000,000 in nonrecurring funds from the General Revenue Fund are provided for the following maintenance and repair and/or code correction projects at state laboratory facilities:</p> <table><tr><td>Jacksonville Laboratory</td><td>5,300,000</td></tr></table>	Jacksonville Laboratory	5,300,000	<p>HOUSE MODIFIED</p>					
Jacksonville Laboratory	5,300,000								

House Health Care Appropriations Subcommittee / Senate Appropriations on Health and Human Services

BUMP PROVISO SIDE BY SIDE

Line #	HOUSE (HB 5001)	CONFERENCE OFFER	SENATE (SB 2500 1st Eng)
546	SPECIAL CATEGORIES GRANTS AND AIDS - CONTRACTED SERVICES	SENATE MODIFIED	From the funds in Specific Appropriation 546, \$75,000 in nonrecurring funds from the General Revenue Fund is provided to the Jackson Fetal Therapy Institute at Jackson Memorial Hospital.
551A	FIXED CAPITAL OUTLAY CONSTRUCTION, RENOVATION, EQUIPMENT - CHILDREN'S MEDICAL SERVICES FACILITIES From the funds in Specific Appropriation 551A, \$500,000 in nonrecurring funds from the General Revenue Fund is provided for the construction of a new Children's Medical Services facility in Ocala.	HOUSE MODIFIED	From the funds in Specific Appropriation 551A, \$150,000 in nonrecurring funds from the General Revenue Fund is provided for the construction of a new Children's Medical Services facility in Ocala.



Appropriations Conference Chairs

BUMP ISSUES

House Justice Appropriations Subcommittee /

Senate Appropriations Subcommittee on Criminal and Civil Justice

Senate Offer #2

Proviso

Monday, April 28, 2014

11:00 p.m.

212 Knott Building

Conference Committee on Senate Appropriations Subcommittee on Criminal and Civil Justice / House Justice Appropriations Subcommittee FY 2014-15 New Proviso		
Line #	HOUSE BUMP OFFER #2	SENATE BUMP OFFER #2
1	<p><u>STATE COURT SYSTEM</u></p> <p>Funds in Specific Appropriation ***** are provided for new construction, remodeling, maintenance, repair, security enhancement, or building enhancement issues for the Second, Third, Fourth, and/or Fifth District Courts of Appeal.</p>	<p><u>STATE COURT SYSTEM</u></p> <p>Funds in Specific Appropriation ***** are provided for the construction of a new courthouse for the Fourth District Court of Appeal. The current 44-year-old building is experiencing a mold outbreak associated with an inadequate heating, ventilation, and air conditioning system, requires significant renovations to comply with the Americans With Disabilities Act (ADA), and requires renovations to address United States Marshals' Service security assessment deficiencies. The new courthouse will be located on a smaller footprint and will be more efficient than the current facility, resulting in immediate savings in operational and maintenance costs.</p>



**Appropriations Conference Chairs
House Appropriations /
Senate Appropriations Committee**

**Senate Offer #1
Conforming Bills**

**Monday, April 28, 2014
11:00 p.m.
212 Knott Building**

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Federation of Physicians and Dentists: Selected Exempt Service (SES) - Supervisory Non-professional Unit (24 Articles agreed to, 4 Articles at Impasse)				
1	7 – Employee Standards of Conduct and Performance	State Proposal of January 28, 2014: Status quo.	Union Proposal of December 12, 2013: Section 1 – Employees shall serve at the pleasure of the agency and be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action at discretion of the agency head for six months from date of hire. Employees retained thereafter shall be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action only for just cause.	Status Quo
2	23 – Insurance Benefits	State Proposal of February 6, 2014: (A) - Proposes: All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015. (B) – Proposes that the health insurance premiums for all employees whose positions are in the Selected Exempt Service will be adjusted to the same monthly amount as the premiums for those employees whose positions are in the Career Service, effective January 1, 2015.	Union Proposal of December 12, 2013: Employees enrolled in the State Group Health Self-Insurance shall maintain current benefit levels and premium costs, plan design, deductibles, and other issues shall only be subject to change during the yearly enrollment period occurring October of 2014.	Status Quo
3	25 – Wages	State Proposal of January 24, 2014: Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act. Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations. Section 3 – 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 closed. Section 4 – 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 5 – 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. Section 6 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.	Union Proposal of December 12, 2013: General Wage Increase - \$2,500 increase for eligible full-time employees effective August 15, 2014 or 3% increase if July 1, 2014 base rate of pay is greater than \$83,000. Special Pay Issue - \$750 lump sum bonus award to eligible full-time employees, to recruit, retain and reward employees having served at least three years in their current classification as of December 1, 2014, to be paid no later than March 30, 2015. Performance Pay – 2% merit pay increases based on employee's outstanding performance as evidenced by a performance evaluation conducted by the employee's anniversary date.	GAA
4	Union's proposed new article: Retirement Benefits		Union Proposal of January 15, 2014: Retirement benefits shall be provided in accordance with Chapter 121, Florida Statutes (2013). Any changes in this statute affecting these benefits shall not apply to this bargaining unit unless agreed to by the parties or as a result of negotiations pursuant to Article 24(D) [or equivalent provision providing reopeners during a multi-year agreement].	Status Quo

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Federation of Physicians and Dentists: Selected Exempt Service (SES) - Attorneys Unit (20 Articles agreed to, 5 Articles at Impasse)				
5	7 – Employee Standards of Conduct and Performance	<p>State Proposal of January 28, 2014:</p> <p>Status quo.</p>	<p>Union Proposal of December 12, 2013:</p> <p>Section 1 – Employees shall serve at the pleasure of the agency and be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action at discretion of the agency head for six months from date of hire. Employees retained thereafter shall be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action only for just cause.</p>	Status Quo
6	18 – Wages	<p>State Proposal of January 24, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.</p> <p>Section 3 – 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 closed.</p> <p>Section 4 – 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 5 – 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> <p>Section 6 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of December 12, 2013:</p> <p>General Wage Increase - \$2,500 increase for eligible full-time employees effective August 15, 2014 or 3% increase if July 1, 2014 base rate of pay is greater than \$83,000.</p> <p>Special Pay Issue - \$750 lump sum bonus award to eligible full-time employees, to recruit, retain and reward employees having served at least three years in their current classification as of December 1, 2014, to be paid no later than March 30, 2015.</p> <p>Performance Pay – 2% merit pay increases based on employee's outstanding performance as evidenced by a performance evaluation conducted by the employee's anniversary date.</p>	GAA
7	19 – Insurance Benefits	<p>State Proposal of February 6, 2014:</p> <p>(A) - Proposes: All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015.</p> <p>(B) – Proposes that the health insurance premiums for all employees whose positions are in the Selected Exempt Service will be adjusted to the same monthly amount as the premiums for those employees whose positions are in the Career Service, effective January 1, 2015.</p>	<p>Union Proposal of December 12, 2013:</p> <p>Employees enrolled in the State Group Health Self-Insurance shall maintain current benefit levels and premium costs, plan design, deductibles, and other issues shall only be subject to change during the yearly enrollment period occurring October of 2014.</p>	Status Quo
8	Union's proposed new article: Retirement Benefits		<p>Union Proposal of January 15, 2014:</p> <p>Retirement benefits shall be provided in accordance with Chapter 121, Florida Statutes (2013). Any changes in this statute affecting these benefits shall not apply to this bargaining unit unless agreed to by the parties or as a result of negotiations pursuant to Article 24(D) [or equivalent provision providing reopeners during a multi-year agreement].</p>	Status Quo
9	Union's proposed new article (no title provided)		<p>Union Proposal of December 12, 2013:</p> <p>Any employee who by virtue of their job classification is required to be licensed or certified on a regular basis as a condition of employment, shall be reimbursed the cost for required licenses or certifications.</p>	Status Quo

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Federation of Physicians and Dentists: Selected Exempt Service (SES) - Physicians Unit (21 Articles agreed to, 5 Articles at Impasse)				
10	7 – Employee Standards of Conduct and Performance	State Proposal of January 28, 2014: Status quo.	Union Proposal of December 12, 2013: Section 1 – Employees shall serve at the pleasure of the agency and be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action at discretion of the agency head for six months from date of hire. Employees retained thereafter shall be subject to suspension, dismissal, reduction in pay, demotion, transfer or other personnel action only for just cause.	Status Quo
11	18 – Wages	State Proposal of January 24, 2014: Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act. Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations. Section 3 – 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 closed. Section 4 – 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 5 – 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. Section 6 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.	Union Proposal of December 12, 2013: General Wage Increase - \$2,500 increase for eligible full-time employees effective August 15, 2014 or 3% increase if July 1, 2014 base rate of pay is greater than \$83,000. Special Pay Issue - \$750 lump sum bonus award to eligible full-time employees, to recruit, retain and reward employees having served at least three years in their current classification as of December 1, 2014, to be paid no later than March 30, 2015. Performance Pay – 2% merit pay increases based on employee's outstanding performance as evidenced by a performance evaluation conducted by the employee's anniversary date.	GAA
12	19 – Insurance Benefits	State Proposal of February 6, 2014: (A) - Proposes: All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015. (B) – Proposes that the health insurance premiums for all employees whose positions are in the Selected Exempt Service will be adjusted to the same monthly amount as the premiums for those employees whose positions are in the Career Service, effective January 1, 2015.	Union Proposal of December 12, 2013: Employees enrolled in the State Group Health Self-Insurance shall maintain current benefit levels and premium costs, plan design, deductibles, and other issues shall only be subject to change during the yearly enrollment period occurring October of 2014.	Status Quo
13	Union's proposed new article: Retirement Benefits		Union Proposal of January 15, 2014: Retirement benefits shall be provided in accordance with Chapter 121, Florida Statutes (2013). Any changes in this statute affecting these benefits shall not apply to this bargaining unit unless agreed to by the parties or as a result of negotiations pursuant to Article 24(D) [or equivalent provision providing reopeners during a multi-year agreement].	Status Quo
14	Union's proposed new article (no title provided)		Union Proposal of December 12, 2013: Any employee who by virtue of their job classification is required to be licensed or certified on a regular basis as a condition of employment, shall be reimbursed the cost for required licenses or certifications.	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Florida State Fire Service Association - Fire Service Unit (28 Articles agreed to, 2 Articles at Impasse)				
15	16 – Retirement	State Proposal of December 20, 2013: Proposes vacant article.	Union Proposal of October 25, 2013 (discussed during November 13, 2013 negotiations): Proposes all bargaining unit members shall continue to participate in the Florida Retirement System (FRS) at no cost to the employee.	State's Proposal December 20, 2013
16	26 – Vacant (proposed as Firefighter Safety)	State Proposal of January 29, 2014: The Florida Forest Service (FFS) is committed to carrying out the suppression of wildfires with protection of life and property as primary goals, recognizing that fighting fires is accomplished with finite resources and is an inherently dangerous activity that involves risk. In that regard, the FFS • Enhanced the safety of firefighting equipment; • Established policies and procedures in its District Fire Operations Manual addressing minimum staffing guidelines for fighting fires; • Recognizes that fires vary greatly from small roadside brush fires to major wildfires; • Must use its finite resources in the most efficient manner possible to ensure that firefighting resources will be available to engage major fire events while also providing appropriate responses to more limited fires. • At least two firefighting crews will be dispatched to a Field Unit Readiness Level 3 fire. • For fires at Readiness Levels 1 and 2, the FFS will ordinarily dispatch a firefighter (Initial Attack Incident Commander (IAIC)) to assess the fire and either take suppression action or request additional resources through dispatch; IAIC is to use his/her judgment based on training and experience in deciding whether to safely engage in fire suppression without additional resources, notwithstanding there may be some periods of time before additional resources can be on-site. • All Field Units are authorized to exceed the minimum staffing levels if an area of "Special Concern" exists.	Union Proposal of February 3, 2014: Proposes new article – Firefighter Safety in the Workplace (A) At least two agency wildland firefighters will be dispatched to all wildland fires at all times and will be referred to as a crew. (B) For the purposes of dispatching wildland firefighting resources, a crew is defined as at minimum any two (2) certified wildland firefighting personnel. One (1) Firefighter shall be capable of performing as an Initial Attack Incident Commander (IAIC) on scene at the incident. The 2nd separate firefighter dispatched will perform firefighting operations under the supervision of the IAIC. (C) The IAIC will conduct an initial assessment of the incident and size up. Importantly, the IAIC is to use his/her judgment based on training and experience in deciding whether to safely engage the incident with the crew on scene or request additional resources. The IAIC will assume the duties of Command and Safety Officer until relieved on the incident in accordance with agency policies. (D) Bargaining unit members will not be dispatched or respond to a wildfire alone at any time without additional personnel onscene to perform the duties of Initial Attack Incident Commander (IAIC).	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
AFSCME Florida Council 79 (22 Articles agreed to, 3 Articles at Impasse)				
17	6 – Grievance Procedure	<p>State Proposal of January 29, 2014:</p> <p>Section 1 – Defines “Grievant” rather than “Employee”; use business days for calculation of grievance time limits.</p> <p>Section 3 –</p> <ul style="list-style-type: none">• grievance meetings, mediations, and arbitrations held during regular work hours of a grievant, a representative of the grievant, or required witnesses, are treated as time worked;• the state will not pay the expenses of any participants attending such meetings on behalf of the union;• references to grievability of oral and written reprimands moved to Article 7;• contract language disputes reviewed by DMS at Step 3; disciplinary grievances are appealed from Step 2 to arbitration without a review at Step 3; agrees to the union's proposal to increase the time between the receipt of the Step 1 grievance decision and the deadline to appeal the grievance to Step 2 from 10 to 15 days; proposes if the grievance is initiated at Step 2, the parties shall meet to discuss the grievance; proposes grievances be appealed to arbitration within 20 days of receipt of the previous step decision (current contract language provides for 45 calendar days);• arbitrator's decision is to be determined by applying a preponderance of the evidence standard;• if the arbitrator finds that cause exists for discipline, the arbitrator shall affirm the decision of the agency; if the arbitrator finds that cause did not exist for discipline, the arbitrator shall reverse the decision of the agency and provide relief consistent with the provisions of the contract and law; the arbitrator's decision is limited to reversing or affirming the discipline at the level of discipline imposed; the arbitrator may not increase or reduce the penalty imposed by the agency (moved from Article 7);• an award for back pay is to be reduced by the amount of wages earned from other sources or monies received as reemployment assistance benefits, shall not include punitive damages, and shall not be retroactive to a date earlier than 15 days prior to the date the grievance was initially filed;• when a continuance is granted to the union to reschedule an arbitration hearing over the objection of the agency, the agency is not responsible for back pay for a period between the original arbitration hearing date or the end of the five month period, whichever is later, and the rescheduled date;• transcripts of arbitration hearings are addressed, including allocation of costs associated with court reporter appearance and transcribing and copying transcript;• role of the DMS Arbitration Coordinator is clarified.	<p>Union Proposal of January 23, 2014:</p> <p>Section 1 – Mirrors the state's proposal.</p> <p>Section 3 –</p> <p>Mirrors the state's proposal, with the exception of:</p> <ul style="list-style-type: none">• proposes to increase the time between the receipt of the Step 1 grievance decision and the deadline to appeal the grievance to Step 2 from 10 to 15 days;• requires that the parties meet to discuss disciplinary grievances at Step 2 (current language is “may meet”).• proposes to increase the time to appeal a Step 2 or 3 grievance to arbitration from 10 to 30 days;• proposes arbitration hearings shall be scheduled as soon as feasible following the receipt of the Request for Arbitration – does not include current language to do so within five months;• rejects the state's proposal for the arbitrator's decision to be determined by applying a preponderance of the evidence standard.	State's Proposal January 29, 2014

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
18	25 – Wages	<p>State Proposal of January 23, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.</p> <p>Section 3 – 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 closed, as authorized in the Fiscal Year 2014-15 General Appropriations Act, contingent upon the availability of funds, and at the agency head's discretion.</p> <p>Section 4 – Proposes employees may be given the option of receiving a payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S., subject to available funds.</p> <p>Section 5 – 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 6 – 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> <p>Section 7 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of January 23, 2014:</p> <p>Union's Section 1 – Proposes a 7% increase in base rate of pay, plus applicable taxes, with a \$2,000 minimum increase, effective July 1, 2014.</p> <p>Union's Section 5 – Mirrors the state's proposal with the exception of not including "contingent upon the availability of funds, and at the agency head's discretion".</p> <p>Union's Section 2 – Proposes each December, employees <u>will have</u> the option of receiving a cash payout of up to 24 hours of annual leave, and all unused special compensatory leave earned after July 1, 2012.</p> <p>Union's Section 4 – Proposes the granting of merit pay increases should be awarded fairly and be distributed proportionately to all members of a work unit who have achieved outstanding or commendable performance; supervisors will be required to document the objective criteria used for awarding merit pay increases.</p>	GAA
19	27 – Health Insurance	<p>State Proposal of February 6, 2014:</p> <p>Proposes all state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015.</p>		Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Police Benevolent Association: Law Enforcement Unit (29 Articles agreed to, 5 Articles at Impasse)				
20	6 – Grievance Procedure	<p>State Proposal of March 11, 2014:</p> <p>Section 1 – Defines “Grievant” rather than “Employee”; use business days for calculation of grievance time limits.</p> <p>Section 3 –</p> <ul style="list-style-type: none"> • grievance meetings, mediations, and arbitrations held during regular work hours of a grievant, a representative of the grievant, or required witnesses, are treated as time worked; • the state will not pay the expenses of any participants attending such meetings on behalf of the union; • contract language disputes reviewed by DMS at Step 3; disciplinary grievances are appealed from Step 2 to arbitration without a review at Step 3; • arbitrator's decision is to be determined by applying a preponderance of the evidence standard; • an award for back pay is to be reduced by the amount of wages earned from other sources or monies received as reemployment assistance benefits, shall not include punitive damages, and shall not be retroactive to a date earlier than 15 days prior to the date the grievance was initially filed; • when a continuance is granted to the union to reschedule an arbitration hearing over the objection of the agency, the agency is not responsible for back pay for a period between the original arbitration hearing date or the end of the five month period, and the rescheduled date; • transcripts of arbitration hearings are addressed, including allocation of costs associated with court reporter appearance and transcribing and copying transcript; • role of the DMS Arbitration Coordinator is clarified. • amends January 24, 2014, proposal by removing proposed c. and d. from Section 3 (G) (5) (e) 5. 	<p>PBA's disputed issues document received on April 14, 2014, states " The Florida PBA has one major concern with the grievance procedure revisions proposed by the state. This is based upon the latest proposal provided to the PBA dated March 11, 2014. It is the position of the PBA that the status quo which does not designate a burden of proof to be used by an arbitrator." Please note: the PBA document is not a formal collective bargaining proposal.</p>	State's Proposal March 11, 2014
21	14 – Performance Review	<p>State Proposal of April 3, 2014:</p> <p>Section 1 – In accordance with s. 316.640(1), F.S., the agency shall not establish traffic citation quotas as part of its traffic enforcement activities. However, statistical data related to unit activities is relevant, and may be considered as one of multiple aspects or factors in assessing the overall effectiveness of unit traffic enforcement activities.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes numerical arrest citations or violation quotas will not be used in employees' performance expectations.</p> <p>PBA's disputed issues document received on April 14, 2014, states "Section1 (d) of the Article should read: "Numerical arrest, citation or violation quotas will not be used as a primary factor in reviewing employee's performance." Please note: The PBA document is not a formal collective bargaining proposal.</p>	Status Quo
22	18 – Hours of Work, Leave and Job-Connected Disability	<p>State Proposal of January 24, 2014:</p> <p>Section 5 – An employee who is filling an included position may, if agreed to by the employee and supervisor, waive payment for overtime and elect to have the overtime hours credited to FLSA compensatory leave at the rate of 1 ½ hours for each hour of overtime worked. Such election will apply until changed again, and only to workdays starting on the day of the change in which hours worked in the work period exceed the contracted hours.</p> <p>Section 6 – Provides for the earning of special compensatory leave when an employee's assigned office, facility, or region is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition; deletes current language providing an employee 60 calendar days to use earned special compensatory leave time; deletes current language providing if the employee fails to use earned special compensatory leave during the 60 day period, the supervisor shall schedule the employee to use it; and adds: agencies may require employees to reduce special compensatory leave balances pursuant to their authority in Rule 60L-34, F.A.C., requiring the use of a minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to bring the employee's balance to 240 hours, whichever is less, prior to the employee using any annual leave.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Pilot holiday leave program for employees receiving special compensatory leave on a holiday or day designated by the Governor as a holiday.</p> <p>Employees would be paid for all hours worked on a holiday in place of receiving special compensatory leave for working on a holiday or for the hours in their regularly scheduled work shift. The holiday pay would be in addition to the regular pay for working a holiday.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA is not agreeable to modification of the contractual special compensatory leave provision related to the use of special compensatory leave wherein employees have 60 days "first choice" for use of the leave time earned on a holiday. The current contractual language relating to this provision should be maintained in all agreements." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
23	25 – Wages	<p>State Proposal of February 26, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.</p> <p>Section 3 – Proposes \$3,590,487 be provided to address inequities in pay across agencies for law enforcement employees in the same or similar classification to raise each employee's base pay to the all-agency average. Employees whose base pay is above the all-agency average for their classification will not receive a pay increase.</p> <p>Section 4 – 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 closed.</p> <p>Section 5 – Proposes employees may be given the option of receiving a payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S., subject to available funds.</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 in a cost saving to the state, pursuant to Section 110.1245(1), F.S.</p> <p>Section 8 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of January 13, 2014:</p> <p>5% competitive pay adjustment for unit employees with an annual base salary of \$39,999 or less, effective July 1, 2014; 4% competitive pay adjustment for unit employees with an annual base salary of \$40,000 or more, effective July 1, 2014; competitive pay adjustment in addition to any general wage or merit increases provided by the legislature.</p> <p>PBA's disputed issues document received on April 14, 2014, states "The Florida PBA continues to maintain its position regarding wages; however, the Florida House of Representatives budget proposal providing a five (5%) competitive pay adjustment for all law enforcement personnel is certainly a fair and reasonable offer. The PBA does not believe that 'performance bonus' as proposed by DMS should be used in compensating law enforcement offices as it has serious potential for adversely affecting officer's exercise of his or her independent law enforcement discretion if "dollars" are directly attached to the manner in which discretion is exercised." Please note: the PBA document is not a formal collective bargaining proposal.</p>	GAA
24	27 – Insurance Benefits	<p>State Proposal of February 6, 2014:</p> <p>All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes no change to the health insurance benefits and employee contributions.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA does not have an objection to the concept establishment of HRS program. It does require additional information on the amount of 'increased employee cost-sharing' that can be anticipated if the HRA program is established." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Police Benevolent Association: Florida Highway Patrol Unit (29 Articles agreed to, 5 Articles at Impasse)				
25	6 – Grievance Procedure	<p>State Proposal of March 11, 2014:</p> <p>Section 1 – Defines “Grievant” rather than “Employee”; use business days for calculation of grievance time limits.</p> <p>Section 3 –</p> <ul style="list-style-type: none"> • grievance meetings, mediations, and arbitrations held during regular work hours of a grievant, a representative of the grievant, or required witnesses, are treated as time worked; • the state will not pay the expenses of any participants attending such meetings on behalf of the union; • contract language disputes reviewed by DMS at Step 3; disciplinary grievances are appealed from Step 2 to arbitration without a review at Step 3; • arbitrator's decision is to be determined by applying a preponderance of the evidence standard; • an award for back pay is to be reduced by the amount of wages earned from other sources or monies received as reemployment assistance benefits, shall not include punitive damages, and shall not be retroactive to a date earlier than 15 days prior to the date the grievance was initially filed; • when a continuance is granted to the union to reschedule an arbitration hearing over the objection of the agency, the agency is not responsible for back pay for a period between the original arbitration hearing date or the end of the five month period, and the rescheduled date; • transcripts of arbitration hearings are addressed, including allocation of costs associated with court reporter appearance and transcribing and copying transcript; • role of the DMS Arbitration Coordinator is clarified. • amends January 24, 2014, proposal by removing proposed c. and d. from Section 3 (G) (5) (e) 5. 	<p>PBA's disputed issues document received on April 14, 2014, states " The Florida PBA has one major concern with the grievance procedure revisions proposed by the state. This is based upon the latest proposal provided to the PBA dated March 11, 2014. It is the position of the PBA that the status quo which does not designate a burden of proof to be used by an arbitrator." Please note: the PBA document is not a formal collective bargaining proposal.</p>	State's Proposal March 11, 2014
26	14 – Performance Review	<p>State Proposal of April 3, 2014:</p> <p>Section 1 – In accordance with s. 316.640(1), F.S., the agency shall not establish traffic citation quotas as part of its traffic enforcement activities. However, statistical data related to unit activities is relevant, and may be considered as one of multiple aspects or factors in assessing the overall effectiveness of unit traffic enforcement activities.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes numerical arrest citations or violation quotas will not be used in reviewing employees' performance.</p> <p>PBA's disputed issues document received on April 14, 2014, states "Section1 (d) of the Article should read: "Numerical arrest, citation or violation quotas will not be used as a primary factor in reviewing employee's performance." Please note: The PBA document is not a formal collective bargaining proposal.</p>	Status Quo
27	18 – Hours of Work, Leave and Job-Connected Disability	<p>State Proposal of January 24, 2014:</p> <p>Section 5 – An employee who is filling an included position may, if agreed to by the employee and supervisor, waive payment for overtime and elect to have the overtime hours credited to FLSA compensatory leave at the rate of 1 ½ hours for each hour of overtime worked. Such election will apply until changed again, and only to workdays starting on the day of the change in which hours worked in the work period exceed the contracted hours.</p> <p>Section 6 – Provides for the earning of special compensatory leave when an employee's assigned office, facility, or region is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition; deletes current language providing an employee 60 calendar days to use earned special compensatory leave time; deletes current language providing if the employee fails to use earned special compensatory leave during the 60 day period, the supervisor shall schedule the employee to use it; and adds: agencies may require employees to reduce special compensatory leave balances pursuant to their authority in Rule 60L-34, F.A.C., requiring the use of a minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to bring the employee's balance to 240 hours, whichever is less, prior to the employee using any annual leave.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Pilot holiday leave program for employees receiving special compensatory leave on a holiday or day designated by the Governor as a holiday.</p> <p>Employees would be paid for all hours worked on a holiday in place of receiving special compensatory leave for working on a holiday or for the hours in their regularly scheduled work shift. The holiday pay would be in addition to the regular pay for working a holiday.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA is not agreeable to modification of the contractual special compensatory leave provision related to the use of special compensatory leave wherein employees have 60 days "first choice" for use of the leave time earned on a holiday. The current contractual language relating to this provision should be maintained in all agreements." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
28	25 – Wages	<p>State Proposal of January 24, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.</p> <p>Section 3 – 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 closed.</p> <p>Section 4 – Proposes employees may be given the option of receiving a payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S., subject to available funds.</p> <p>Section 5 – 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 6 – 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> <p>Section 7 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of January 13, 2014:</p> <p>5% competitive pay adjustment for unit employees with an annual base salary of \$39,999 or less, effective July 1, 2014; 4% competitive pay adjustment for unit employees with an annual base salary of \$40,000 or more, effective July 1, 2014; competitive pay adjustment in addition to any general wage or merit increases provided by the legislature.</p> <p>PBA's disputed issues document received on April 14, 2014, states "The Florida PBA continues to maintain its position regarding wages; however, the Florida House of Representatives budget proposal providing a five (5%) competitive pay adjustment for all law enforcement personnel is certainly a fair and reasonable offer. The PBA does not believe that 'performance bonus' as proposed by DMS should be used in compensating law enforcement offices as it has serious potential for adversely affecting officer's exercise of his or her independent law enforcement discretion if "dollars" are directly attached to the manner in which discretion is exercised." Please note: the PBA document is not a formal collective bargaining proposal.</p>	GAA
29	27 – Insurance Benefits	<p>State Proposal of February 6, 2014:</p> <p>All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes no change to the health insurance benefits and employee contributions.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA does not have an objection to the concept establishment of HRS program. It does require additional information on the amount of 'increased employee cost-sharing' that can be anticipated if the HRA program is established." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

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Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Police Benevolent Association: Special Agent Unit (29 Articles agreed to, 4 Articles at Impasse)				
30	6 – Grievance Procedure	<p>State Proposal of March 11, 2014:</p> <p>Section 1 – Defines “Grievant” rather than “Employee”; use business days for calculation of grievance time limits.</p> <p>Section 3 –</p> <ul style="list-style-type: none"> • grievance meetings, mediations, and arbitrations held during regular work hours of a grievant, a representative of the grievant, or required witnesses, are treated as time worked; • the state will not pay the expenses of any participants attending such meetings on behalf of the union; • contract language disputes reviewed by DMS at Step 3; disciplinary grievances are appealed from Step 2 to arbitration without a review at Step 3; • arbitrator's decision is to be determined by applying a preponderance of the evidence standard; • an award for back pay is to be reduced by the amount of wages earned from other sources or monies received as reemployment assistance benefits, shall not include punitive damages, and shall not be retroactive to a date earlier than 15 days prior to the date the grievance was initially filed; • when a continuance is granted to the union to reschedule an arbitration hearing over the objection of the agency, the agency is not responsible for back pay for a period between the original arbitration hearing date or the end of the five month period, and the rescheduled date; • transcripts of arbitration hearings are addressed, including allocation of costs associated with court reporter appearance and transcribing and copying transcript; • role of the DMS Arbitration Coordinator is clarified. 	<p>PBA's disputed issues document received on April 14, 2014, states " The Florida PBA has one major concern with the grievance procedure revisions proposed by the state. This is based upon the latest proposal provided to the PBA dated March 11, 2014. It is the position of the PBA that the status quo which does not designate a burden of proof to be used by an arbitrator." Please note: the PBA document is not a formal collective bargaining proposal.</p>	State's Proposal March 11, 2014
31	23 – Workday, Workweek and Overtime	<p>State Proposal of January 24, 2014:</p> <p>Section 1(D) – An employee who is filling an included position may, if agreed to by the employee and supervisor, waive payment for overtime and elect to have the overtime hours credited to FLSA compensatory leave at the rate of 1 ½ hours for each hour of overtime worked. Such election will apply until changed again, and only to workdays starting on the day of the change in which hours worked in the work period exceed the contracted hours.</p> <p>Section 4 – Provides for the earning of special compensatory leave when an employee's assigned office, facility, or region is closed pursuant to an Executive Order of the Governor or any other disaster or emergency condition; provides that agencies may require employees to reduce special compensatory leave balances pursuant to their authority in Rule 60L-34, F.A.C., requiring the use of a minimum of 120 hours of special compensatory leave each calendar year or the amount necessary to bring the employee's balance to 240 hours, whichever is less, prior to the employee using any annual leave.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes a pilot program to pay for hours worked on a holiday or day designated by the Governor as a holiday, in lieu of earning special compensatory leave, for holidays going forward. Current provisions of the collective bargaining agreement would continue to apply to the use of special compensatory leave earned prior to the pilot.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA is not agreeable to modification of the contractual special compensatory leave provision related to the use of special compensatory leave wherein employees have 60 days "first choice" for use of the leave time earned on a holiday. The current contractual language relating to this provision should be maintained in all agreements." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
32	25 – Wages	<p>State Proposal of January 24, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor's Budget Recommendations.</p> <p>Section 3 – 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 closed.</p> <p>Section 4 – Proposes employees may be given the option of receiving a payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S.</p> <p>Section 5 – 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 6 – 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> <p>Section 7 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of January 13, 2014:</p> <p>5% competitive pay adjustment for unit employees with an annual base salary of \$39,999 or less, effective July 1, 2014; 4% competitive pay adjustment for unit employees with an annual base salary of \$40,000 or more, effective July 1, 2014; competitive pay adjustment in addition to any general wage or merit increases provided by the legislature.</p> <p>PBA's disputed issues document received on April 14, 2014, states "The Florida PBA continues to maintain its position regarding wages; however, the Florida House of Representatives budget proposal providing a five (5%) competitive pay adjustment for all law enforcement personnel is certainly a fair and reasonable offer. The PBA does not believe that 'performance bonus' as proposed by DMS should be used in compensating law enforcement offices as it has serious potential for adversely affecting officer's exercise of his or her independent law enforcement discretion if "dollars" are directly attached to the manner in which discretion is exercised." Please note: the PBA document is not a formal collective bargaining proposal.</p>	GAA
33	27 – Insurance Benefits	<p>State Proposal of February 6, 2014:</p> <p>All state-sponsored standard health plans will be amended to include the following additional provision: The Department of Management Services shall develop a budget-neutral proposal to provide employer contributions to employee Health Reimbursement Accounts equal to \$600 per year per employee enrolled in a state-sponsored health plan. The funding necessary to support these contributions would be based on increased employee cost-sharing provisions in a state-sponsored health plan, thus resulting in a reduction in the amount of required employer health plan contributions to maintain budget-neutrality. The proposal, including necessary budget and employer premium contributions adjustments, shall be provided to the EOG by July 1, 2014, to allow for necessary and timely approvals by the LBC for statewide implementation on January 1, 2015.</p>	<p>Union Conceptual Proposal of November 15, 2013:</p> <p>Proposes no change to the health insurance benefits and employee contributions.</p> <p>PBA's disputed issues document received on April 14, 2014, states: "The PBA does not have an objection to the concept establishment of HRS program. It does require additional information on the amount of 'increased employee cost-sharing' that can be anticipated if the HRA program is established." Please note: the PBA document is not a formal collective bargaining proposal.</p>	Status Quo

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
Teamsters Local Union No. 2011 - Security Services Unit (7 Articles were open for negotiation; 3 Articles agreed to, 4 Articles at Impasse)				
34	6 – Grievance Procedure	<p>State Proposal of January 17, 2014:</p> <p>Section 1 – defines “Grievant” rather than “Employee” for purposes of this article; use business days for calculation of grievance time limits.</p> <p>Section 3 –</p> <ul style="list-style-type: none"> • grievance meetings, mediations, and arbitrations held during regular work hours of a grievant, a representative of the grievant, or required witnesses, are treated as time worked (time for investigating grievances requires use of annual or compensatory leave); • the state will not pay the expenses of any participants attending such meetings on behalf of the union; • contract language disputes reviewed by DMS at Step 3; disciplinary grievances are appealed from Step 2 to arbitration without a review at Step 3; • arbitrator's decision is to be determined by applying a preponderance of the evidence standard; • an award for back pay shall be reduced by the amount of wages earned from other sources or monies received as reemployment assistance benefits, shall not include punitive damages, and shall not be retroactive to a date earlier than 15 days prior to the date the grievance was initially filed; • when a continuance is granted to the union to reschedule an arbitration hearing over the objection of the agency, the agency is not responsible for back pay for a period between the original arbitration hearing date or the end of the five month period, and the rescheduled date; • transcripts of arbitration hearings are addressed, including allocation of costs associated with court reporter appearance and transcribing and copying transcript; • role of the DMS Arbitration Coordinator is clarified. 	<p>Union Proposal of April 15, 2014:</p> <p>Proposes status quo.</p>	State's Proposal January 17, 2014
35	7 – Discipline and Discharge	<p>State Proposal of April 15, 2014:</p> <p>Proposes status quo.</p>	Union Proposal of April 14, 2014: Status quo; but union indicated it would provide its final position on Article 7 by April 21, 2014. As of April 28, 2014 no proposal has been received	Status Quo
36	13 – Safety	<p>State Proposal of April 16, 2014:</p> <p>Section 1 – Proposes status quo.</p> <p>Section 2 – Proposes status quo.</p> <p>Section 3 – Deletes in its entirety – no limitation on grievability of this Article.</p> <p>Section 4 – Renumbers section and proposes status quo.</p> <p>Section 5 – Renumbers section and strikes reference to resources and funding in the FY 2013-14 Legislative Budget Request.</p> <p>Section 6 – Renumbers section and proposes status quo.</p>	<p>Union Proposal of January 31, 2014:</p> <p>Proposes new Section 2(C) – Proposes the state expressly agrees to abide by the terms of Chapter 287, Part II, F.S., and chapter 60B-1, F.A.C., with regard to state-owned vehicles.</p> <p>Proposes new Section 2(D) – Proposes no bargaining unit employee shall be required to purchase food from the canteen in conjunction with the implementation and use of clear lunch boxes.</p> <p>Proposes new Section 2(E) – Proposes the parties acknowledge and agree that all safety equipment, including but not limited to bulletproof vests and radios, provided to the bargaining unit members by the state must be properly maintained and in good working order.</p> <p>Proposes new Section 2(F) – Proposes the agencies shall maintain proper staffing levels, including but not limited to maintaining critical levels. The agencies shall not engage in “ghosting”.</p> <p>Section 3 – Proposes complaints arising from the application or interpretation of this Article shall be grievable, but only up to Step 3, with the exception of the newly proposed provisions of Section 2, which shall be grievable through the arbitration step of the grievance procedure.</p> <p>Section 5 – Strikes contract language from the FY 2013-14 Agreement, acknowledging the Department of Corrections included significant additional resources for radio communications system replacement and staffing, as well as funding of recurring costs for soft body armor, in its FY 2013-14 Legislative Budget Request.</p>	Status Quo

Senate Appropriations Committee / House Appropriations Committee
Fiscal Year 2014-2015
Collective Bargaining - Senate Bill 2504 / House Bill 5007

Line	Article	State's Last Proposal	Union's Last Proposal	Senate Offer #1
37	25 – Wages	<p>State Proposal of January 24, 2014:</p> <p>Section 1 – Proposes pay shall be in accordance with the Fiscal Year 2014-2015 General Appropriations Act; increases to base rate of pay and salary additives shall be in accordance with state law and the Fiscal Year 2014-2015 General Appropriations Act.</p> <p>Section 2 – Proposes Variable Compensation Award as provided in the Governor’s Budget Recommendations.</p> <p>Section 3 – Proposes agency authority provided in the FY 2014-15 General Appropriations Act, contingent upon the availability of funds and at the agency head’s discretion, to grant up to a 15% Temporary Special Duties Pay Additive to 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 4 – Proposes employees may be given the option of receiving a payout of up to 24 hours of annual leave each December in accordance with Section 110.219(7), F.S., subject to available funds.</p> <p>Section 5 – 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 6 – 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> <p>Section 7 – Proposes that in the event the 2014 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 2014-2015 General Appropriations Act, or any other relevant statutes.</p>	<p>Union Proposal of January 9, 2014 (discussed during January 15, 2014 negotiations):</p> <p>Section 1 – General pay as provided in section 944.023(4)(g), F.S. (comparable pay and benefits to law enforcement officers).</p> <p>Section 2 – 3% general wage increase effective July 1, 2014.</p> <p>Section 3 – 3% special pay increase effective July 1, 2014 for employees with less than 5 years’ service in bargaining unit classes; 5% special pay increase effective July 1, 2014 for employees with 5 or more years’ service in bargaining unit classes.</p> <p>Section 5 – Each agency is authorized to grant up to 15% temporary special duty pay additive for employees deployed to facilities or areas closed due to emergency (strikes authority granted in the General Appropriations Act and availability of funds/agency discretion).</p>	GAA
Florida Nurses Association - Professional Health Care Unit (30 Articles agreed to, 1 Article at Impasse)				
38	33 – Entire Agreement	<p>State Proposal of January 30, 2014:</p> <p>Removes obsolete reopener provision; remainder of Article is status quo.</p>		State's Proposal January 30, 2014



Appropriations Conference Chairs

Senate Supplemental Funding Initiatives

**Monday, April 28, 2014
11:00 p.m.
212 Knott Building**

SENATE SUPPLEMENTAL FUNDING ISSUES

	Title	GR REC	GR NR	Trust
1	EO Wilson Biophillia Center		100,000	
2	Literacy Jump Start Pilot Project		100,000	
3	Lauren's Kids		300,000	
4	STEM Middle School - Okaloosa County - Science and Technology Education	250,000		
5	Big Brother's Big Sister's		2,000,000	
6	FIU Health Embrace Initiative		500,000	
7	University of West Florida - School of Mechanical Engineering	1,000,000	1,000,000	
8	Florida State University - Charles Hilton Endowed Professorship	600,000		
9	University of West Florida - Physician Assistance Program		1,000,000	
10	Florida State University - Learning System Institute	500,000		
11	Florida State University - Law School	1,000,000	1,000,000	
12	Orange County Central Receiving Center Jail Diversion Program	2,500,000		
13	FL Association of Free and Charitable Clinics		4,250,000	
14	Personal Needs Allowance	13,790,736		
15	Flagler Hospital Rural Hospital Designation		1,460,464	
16	Lower Florida Keys Hospital Rural Hospital Designation		852,480	
17	Rural Disproportionate Share Hospital		1,198,437	
18	Tampa Jewish Community & Federation Project		2,000,000	
19	Sacred Heart - Primary Care Residency	1,500,000		
20	Jackson County Hospital Operating Room Renovation		6,000,000	
21	Place of Hope		1,487,500	
22	The Arc of Florida Dental Services - Individuals with intellectual and developmental disabilities		1,800,000	
23	Child Welfare - Child Protective Investigations	2,800,000		
24	Manatee ER Diversion		300,000	
25	Miami Jewish Pace Slots - Miami Dade	569,925		839,385
26	Miami Jewish Pace Slots - Broward	389,745		1,413,402
27	Little Havana Activity Center Meals Program		100,000	
28	Children of Inmates		300,000	
29	Kristi House CSEC Drop In Center		300,000	
30	FIU Aging Institute		500,000	
31	Ocala Children's CMS Building		100,000	
32	USF Sickle Cell Screening Pilot		50,000	
33	MAC Town - Fitness and Wellness Center for Mentally Disabled Adults		175,000	
34	Andrews Institute - Rehabilitation of Wounded Special Operations Soldiers	500,000		
35	Gateway ARC Residential Support for Job Placement for Persons with Developmental Disabilities in Pensacola	2,000,000		
36	Cost of Living Adjustment - Mental Health Contracted Agencies	500,000		
37	Washington Courthouse		6,300,000	
38	Community Corrections Residential Substance Abuse Programs (Alachua, Bradford, Clay)	1,000,000		
39	Legal Representation for Dependent Children with Disabilities	1,400,000	2,700,000	
40	Mary Lee's House - Children's Services		1,200,000	
41	Drug Treatments for Court Participants for Vivitrol Drug		1,500,000	
42	4th DCA Building		1,300,000	
43	Time and Attendance System		1,000,000	
44	Children's Advocacy Center - Walton County	100,000	250,000	
45	Miami Gardens Crime Watch Cameras		300,000	
46	Juvenile Assessment Center - Broward County		500,000	
47	VIPER Program: Violence - Broward County		100,000	
48	Boys and Girls Club		1,000,000	
49	Margaret Benson Lincoln Theatre		200,000	
50	Cultural Facilities Grants		2,200,000	
51	Historic Preservation Special Category Grants		3,222,964	
52	Cultural and Museum Support Grants		18,616,047	
53	Great Floridians Program		150,000	
54	Cultural Program Grants - State Touring Program		200,000	
55	Library Cooperatives Grants		500,000	
56	State Aid to Libraries		5,110,989	

SENATE SUPPLEMENTAL FUNDING ISSUES

	Title	GR REC	GR NR	Trust
57	Glades County Gateway Logistics & Manufacturing Training Center		2,500,000	
58	Cultural Endowment List		2,880,000	
59	Institute for the Commercialization of Public Research		1,500,000	
60	Cecil Field Space Port Infrastructure - Space Florida Budget		2,000,000	
61	Bud and Dorie Day - Medal of Honor Patriots Trail		125,000	
62	Building Homes for Heroes		1,000,000	
63	Ludlum Trail Corridor - Miami Dade			3,400,000
64	Mossy Head Industrial Park - Walton County		3,000,000	
65	City of West Palm Beach - Broadway Redevelopment		400,000	
66	Disbursed Water Storage	5,000,000	4,000,000	
67	Springs		5,000,000	
68	TY Park - Lighting - Broward County		3,000,000	
69	Walton County Fairgrounds		250,000	
70	Pompano Beach Farmer's Market		500,000	
71	Apiary Research and Extension Laboratory		2,000,000	
72	Florida Horse Park		1,000,000	
73	Palm Beach County - Lake Regional Infrastructure Improvement Projects		1,000,000	
74	Beaches		3,800,000	
75	St. Johns River State College-Rem/Ren/Add/ Instructional & Support - Orange Park		3,301,518	
76	Leonhardt Hall		500,000	
77	FIU--Student Academic Support Center		1,800,000	
78	High Growth School Districts		1,000,000	
79	Sarasota County Technical Institute		1,000,000	
80	Santa Fe Community College - Construct EMT, Law Enforcement Labs and Library Kirpatrick		1,100,000	
81	Florida Southwestern State College (Edison) Rem/Ren Bldgs. 1,2,3,4,6,7,9,10,29,30,32,34-Lee		1,500,000	
82	Seminole State College-Rem/Ren Bldg L & F to Classrooms/Labs/Office-Main		5,829,366	
83	University of South Florida - School of Business		2,000,000	