

By Senator Montford

3-01015-20

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1 A bill to be entitled
2 An act relating to cost-of-living adjustments to state
3 employee salaries; creating s. 110.195, F.S.; defining
4 terms; authorizing annual cost-of-living adjustments
5 to base rates of pay of eligible state employees,
6 beginning in 2021; requiring the Office of Economic
7 and Demographic Research to calculate the percentage
8 for the adjustment in a specified manner; specifying
9 conditions under which a cost-of-living adjustment is
10 not implemented; requiring the office to certify the
11 adjustment amount to the Governor and the Legislature;
12 specifying eligibility for the cost-of-living
13 adjustment; providing legislative intent; providing
14 that implementation of cost-of-living adjustments is
15 contingent upon funding by the Legislature; providing
16 an effective date.

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18 Be It Enacted by the Legislature of the State of Florida:

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20 Section 1. Section 110.195, Florida Statutes, is created
21 and incorporated into part I of chapter 110, Florida Statutes,
22 to read:

23 110.195 Annual cost-of-living adjustments to state employee
24 salaries.—

25 (1) As used in this section, the term:

26 (a) "State agency" means any official, officer, commission,
27 board, authority, council, committee, or department of the
28 executive or judicial branches of state government.

29 (b) "State employee" means an employee filling an

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30 established position as an employee of a state agency.

31 (2) Beginning January 1, 2021, and each January 1
32 thereafter, the base rate of pay of each eligible state employee
33 shall be increased by the percentage adjustment calculated
34 pursuant to subsection (3).

35 (3) (a) By November 1, 2020, and each November 1 thereafter,
36 the Office of Economic and Demographic Research shall calculate
37 the percentage increase, if any, in the Consumer Price Index for
38 Urban Wage Earners and Clerical Workers from the average for the
39 third quarter of the current calendar year to the average for
40 the third quarter of the preceding calendar year.

41 (b) If the calculation made pursuant to paragraph (a)
42 results in a positive number, the number must be rounded to the
43 nearest tenth of 1 percent. If the calculation results in a
44 negative number, or if the rounded result is zero, there is no
45 cost-of-living adjustment for the year.

46 (c) The Office of Economic and Demographic Research shall
47 certify the result of the calculation to the Governor, the
48 President of the Senate, and the Speaker of the House of
49 Representatives.

50 (4) (a) To be eligible for the adjustment authorized in
51 subsection (2), a state employee, at a minimum, must have met
52 his or her required performance standard, if applicable, during
53 the most recently completed fiscal year. If an otherwise
54 eligible state employee achieves performance standards
55 subsequent to the cost-of-living adjustment, but on or before
56 the end of the fiscal year, the employee may receive the
57 adjustment effective on the date the employee achieves such
58 standards but not retroactively to the date of the cost-of-

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59 living adjustment.

60 (b) It is the intent of the Legislature that all eligible
61 state employees receive the increases authorized in subsection
62 (2) even if the implementation of such increase results in an
63 employee's salary exceeding the adjusted pay grade maximum.

64 (5) Each increase authorized in subsection (2) is
65 contingent upon a specific appropriation by the Legislature to
66 fund the first year's costs of implementation of such increase.

67 Section 2. This act shall take effect July 1, 2020.