

---

# Select Committee on Collective Bargaining

February 23, 2017  
4:00 PM -6:00 PM  
Morris Hall

## Action Packet

# Committee Meeting Notice

## HOUSE OF REPRESENTATIVES

### Joint Select Committee on Collective Bargaining

**Start Date and Time:** Thursday, February 23, 2017 04:00 pm  
**End Date and Time:** Thursday, February 23, 2017 06:00 pm  
**Location:** Morris Hall (17 HOB)  
**Duration:** 2.00 hrs

**SENATE MEMBERS:**  
Senator Powell, Co-Chair  
Senator Baxley  
Senator Grimsley  
Senator Passidomo  
Senator Rouson

**HOUSE MEMBERS:**  
Representative Stone, Co-Chair  
Representative Hahnfeldt  
Representative Mariano  
Representative Newton  
Representative Smith  
Representative Yarborough

To conduct a public hearing at which the affected parties shall be required to explain their positions with respect to issues at impasse, as provided in section 447.403, Florida Statutes, and matters pertaining thereto.

**NOTICE FINALIZED on 02/13/2017 4:33PM by Larson.Lisa**

**COMMITTEE MEETING REPORT**  
**Joint Select Committee on Collective Bargaining**  
**2/23/2017 4:00:00PM**

**Location:** Morris Hall (17 HOB)

**Summary:** No Bills Considered

Committee meeting was reported out: Thursday, February 23, 2017 5:53:43PM

**COMMITTEE MEETING REPORT**  
**Joint Select Committee on Collective Bargaining**  
**2/23/2017 4:00:00PM**

**Location:** Morris Hall (17 HOB)

**Attendance:**

	<i>Present</i>	<i>Absent</i>	<i>Excused</i>
Don Hahnfeldt	X		
Amber Mariano	X		
Wengay Newton, Sr.	X		
Carlos Smith	X		
Charlie Stone	X		
Clay Yarborough	X		
<b>Totals:</b>	<b>6</b>	<b>0</b>	<b>0</b>

Committee meeting was reported out: Thursday, February 23, 2017 5:53:43PM

**COMMITTEE MEETING REPORT**  
**Joint Select Committee on Collective Bargaining**  
**2/23/2017 4:00:00PM**

**Location:** Morris Hall (17 HOB)

**Presentation/Workshop/Other Business Appearances:**

Collective Bargaining Impasse

Mattimore, Michael - Information Only  
State of Florida/DMS/Lottery  
Chief Negotiator  
906 N. Monroe St.  
Tallahassee FL 32308  
Phone: 850-561-3503

Collective Bargaining Impasse

Ramos, Hector R. (At Request Of Chair) - Information Only  
AFSCME Florida  
Coordinator, Region 2  
2280 US 92 East  
Plant City FL 33563  
Phone: 813-532-5448

Collective Bargaining Impasse

Siwika, Rick - Information Only  
Florida State Fire Service Association S-20  
Legal Counsel  
231 E. Colonial  
Orlando FL 32802  
Phone: 407-423-2334

Collective Bargaining Impasse

Brennan, Michael (State Employee) - Information Only  
Florida State Fire Service Association S-20  
2nd VP AHCA  
1 Cooper Court  
Palm Coast FL 32317  
Phone: 352-220-7825

Collective Bargaining Impasse

Hogan, Debbie (State Employee) - Information Only  
FNA, Health Care Professional  
RN, MPH, Community Health Nurse  
7430 Pine Tree Lane  
West Palm Beach FL 33406  
Phone: 561-533-0733

Collective Bargaining Impasse

Slesnick, Don - Information Only  
Florida Nurses Association  
Attorney  
2701 Ponce De Leon Blvd. #200  
Coral Gables FL 33134  
Phone: 305-448-5672

Committee meeting was reported out: Thursday, February 23, 2017 5:53:43PM

**COMMITTEE MEETING REPORT**  
**Joint Select Committee on Collective Bargaining**

**2/23/2017 4:00:00PM**

**Location:** Morris Hall (17 HOB)

**Presentation/Workshop/Other Business Appearances: (continued)**

Collective Bargaining Impasse

Neismeiser, Mark - Information Only

Federation of Physicans & Dentists - SEAG

Executive Director

1310 Cross Creek Circle C2

Tallahassee FL 32301

Phone: 850-942-6636

Impasse on 4 PBA Bargaining Units

Puckett, Matthew (Lobbyist) - Information Only

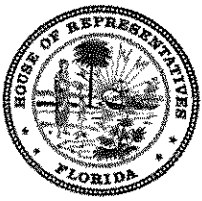
Florida Police Benevolent Association, Inc

300 E Brevard St

Tallahassee FL 32301

Phone: (850) 222-3329

Committee meeting was reported out: Thursday, February 23, 2017 5:53:43PM



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

Bill Amendment
Bill/PCS/PCB Number:
Amendment Number:

Name: Matt Puckett

Representing: Florida Police Benevolent Association

Title: Lobbyist

Address: 300 East Brevard St.

City: Tallahassee State/Zip: FL 32301

Phone Number: Meeting Date: 2/23/2017

Committee/Subcommittee: Joint Collective Bargaining Committee

Presentation/Workshop Topic: Impasse on 4 PBA bargaining units

Registered Lobbyist: YES [checked] NO [ ]

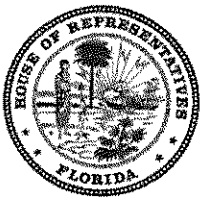
State Employee: YES [ ] NO [checked]

- I wish to speak [checked]
Appearing in response to an inquiry for information made by member, committee, or staff [ ]
Appearing in response to subpoena [ ]
Appearing at the written request of the chair [ ]
Judge or elected officer appearing in official capacity [ ]
Lobbyist Appearance form submitted online [checked]

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent [ ] Opponent [ ] Info only [checked]

Amendment: Proponent [ ] Opponent [ ] Info only [ ]



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

Bill Amendment
Bill/PCS/PCB Number:
Amendment Number:

Name: Michael Mattimore

Representing: DMS / State of Florida /

Title: Chief Negotiator

Address: 906 North Monroe Street

City: Tallahassee State/Zip: FLA 32308

Phone Number: 850-561-3503 Meeting Date:

Committee/Subcommittee:

Presentation/Workshop Topic:

Registered Lobbyist: YES NO [checked]

State Employee: YES NO [checked]

- I wish to speak
[checked] Appearing in response to an inquiry for information made by member, committee, or staff
Appearing in response to subpoena
Appearing at the written request of the chair
Judge or elected officer appearing in official capacity
Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent Opponent Info only

Amendment: Proponent Opponent Info only





### COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: Hector R. Ramos

Representing: AFSCME Florida

Title: Coordinator Region 2

Address: 2280 US 92 East

City: Plant City State/Zip: FL 33563

Phone Number: (813) 532-5448 Meeting Date: 2/23/17

Committee/Subcommittee: Joint Select Comm. on Collective Bargaining

Presentation/Workshop Topic: \_\_\_\_\_

Registered Lobbyist: YES  NO

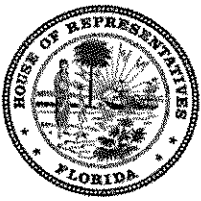
State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent  Opponent  Info only

Amendment: Proponent  Opponent  Info only



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: Rick Siwika

Representing: Florida State Fire Service Association S-20

Title: Legal Counsel

Address: 231 E. Colonial

City: Orlando State/Zip: 32802

Phone Number: 407-423-2334 Meeting Date: 2-23-17

Committee/Subcommittee: Joint Select Committee on Collective Bargaining

Presentation/Workshop Topic: \_\_\_\_\_

Registered Lobbyist: YES  NO

State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent  Opponent  Info only

Amendment: Proponent  Opponent  Info only



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: Michael Brennan

Representing: Florida State Fire Service Association 5-20

Title: 2nd VP AHCA

Address: 1 Cooper Ct.

City: Palm Coast State/Zip: FL 32137

Phone Number: 352-200-7825 Meeting Date: 2-23-17

Committee/Subcommittee: Joint Select Committee on Collective Bargaining

Presentation/Workshop Topic: \_\_\_\_\_

Registered Lobbyist: YES  NO

State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent  Opponent  Info only

Amendment: Proponent  Opponent  Info only

Did Not Speak



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: John Berry

Representing: FLORIDA Nurses Association

Title: Director of Labor Relations & Governmental Affairs

Address: 1235 E. Concord St

City: Orlando State/Zip: FL 32853

Phone Number: (407) 896-3261 Meeting Date: 2/25/2017

Committee/Subcommittee: on Collective Bargaining

Presentation/Workshop Topic: Impasse hearing

Registered Lobbyist: YES  NO

State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent  Opponent  Info only

Amendment: Proponent  Opponent  Info only



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

Bill Amendment
Bill/PCS/PCB Number:
Amendment Number:

Name: Debbie Hogan
Representing: FWA, Health Care Professional
Title: RN, MPH, Community Health Nurse
Address: 7430 Pine Tree Lane
City: West Palm Beach State/Zip: FL 33406
Phone Number: 561.533.0733 Meeting Date: 2/23/17
Committee/Subcommittee: Subcommittee on Collective Bargaining
Presentation/Workshop Topic:

Registered Lobbyist: YES NO [checked]
State Employee: YES [checked] NO

- I wish to speak [checked]
Appearing in response to an inquiry for information made by member, committee, or staff
Appearing in response to subpoena
Appearing at the written request of the chair
Judge or elected officer appearing in official capacity
Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent Opponent Info only
Amendment: Proponent Opponent Info only



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: DOM SLESNICK

Representing: FLORIDA NURSES ASSOCIATION

Title: ATTORNEY

Address: 2701 PRICE DE LEON BLVD #200

City: CORN GARDNER

State/Zip: FLORIDA 33134

Phone Number: 305/4485672

Meeting Date: 2/23/17

Committee/Subcommittee: JOINT SELECT COMM. ON COLLECTIVE BARGAINING

Presentation/Workshop Topic: IMPASSE w/ GOVERNOR

Registered Lobbyist: YES  NO

State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

**Bill:** Proponent  Opponent  Info only  ←

**Amendment:** Proponent  Opponent  Info only



COMMITTEE/SUBCOMMITTEE APPEARANCE RECORD

Please fill out the entire form and submit both copies to the Committee Administrative Assistant at the meeting.

<input type="checkbox"/> Bill	<input type="checkbox"/> Amendment
Bill/PCS/PCB Number: _____	
Amendment Number: _____	

Name: Mark Neimeiser

Representing: Federation of Physicians & Dentists - SEAB

Title: Exec. Director

Address: 1310 Cross Creek Circle - R2

City: Tallahassee State/Zip: FL 32301

Phone Number: 850 942 4636 Meeting Date: 2/23

Committee/Subcommittee: Select Committee

Presentation/Workshop Topic: \_\_\_\_\_

Registered Lobbyist: YES  NO

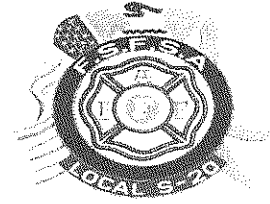
State Employee: YES  NO

- I wish to speak
- Appearing in response to an inquiry for information made by member, committee, or staff
- Appearing in response to subpoena
- Appearing at the written request of the chair
- Judge or elected officer appearing in official capacity
- Lobbyist Appearance form submitted online

(If you are testifying on an amendment, please also indicate your position as a proponent or opponent on the bill as a whole.)

Bill: Proponent  Opponent  Info only

Amendment: Proponent  Opponent  Info only



## IAFF S20 2<sup>nd</sup> VP AHCA DMS Response Hazardous Duty Pay

This issue requests when hazardous situations or physical hardships exist, non-Special risk bargaining unit members will receive an additional hourly pay adjustment of no less than 10% of hourly base rate per hour when performing such duties. Hazardous duty is defined as duty performed under circumstances which could result in serious injury or death. Duty involving a physical hardship is duty that may not in itself be hazardous, but could causes extreme physical discomfort or distress and is not adequately alleviated by protective or mechanical devices or procedures in place.

The Agency for Health Care Administration (AHCA) currently employs a total of 20 Fire Protection Specialists(FPS) covering the State of Florida from (11) eleven Area Offices.

Currently, these employees do not receive hazardous duty pay , nor special risk coverage under Florida Statute (F.S.) Chapter 121.0515(2).

AHCA/FPS staff are certified Fire Safety Inspectors in accordance with F.S. Chapter 633.216(2), and in many cases are certified firefighters under F.S. Chapter 633.408(4). These staff perform inspections of these highly specialized facilities which are also inspected by some local fire inspectors which are covered and receive special risk coverage granted by F.S. Chapter 121.0515(2).

The AHCA/FPS conduct fire and life safety inspections of all State owned health care facilities, licensed health care facilities, to include testing labs and medical testing facilities, throughout the state, and certified health care facilities under the Centers for Medicare and Medicaid pursuant to Chapter 633, Florida Statute, 42 Code Federal Regulations 416, 42 Code Federal Regulations 418, 42 Code Federal Regulations 482, and 42 Code Federal Regulations 483.

A list of but not inclusive of facilities inspected by AHCA/FPS;

- Hospitals
- Nursing Homes
- Birthing Centers
- Intermediate Care Facilities for Individuals with Intellectual Disabilities
- Ambulatory Surgery Centers
- Home Health Care Agencies
- Rural Health Care Clinics
- Medical Testing Labs
- Hospice Care Facilities

AHCA/FPS staff are part of Disaster Response Teams required to respond to assist health care facilities



irritants which can cause blistering or skin burns.

AHCA/FPS staff may be called upon to give testimony in legal proceedings regarding corrections of hazardous conditions or facility failures to provide proper protection to the occupants.

Staff routinely are exposed to areas of these facilities within which high pressure boilers, chiller plants, and large electrical emergency power supply systems are kept and run. These devices are capable of major explosions and or destructive failures when in operation, to include production of high carbon monoxide levels, and can result in loss of life.

During surveys by AHCA/FPS staff especially in Hospitals and Nursing Facilities staff must inspect the roof areas to include the enclosed attic spaces to verify proper fire stopping and protection of ceiling assemblies are maintained to prevent spread of fire and smoke gases throughout the facility. These spaces can be extremely small and are unconditioned spaces which expose the staff to high heat spaces and also areas which are conducive to biological and hazardous growths and may harbor pests which can attack and expose staff.

Point of importance is the inspection of these facilities are performed by highly trained and certified personnel which specialize in the protection and operation of health care facilities. Local inspectors are trained in inspection procedures but are versed in so many different occupancy's they are not specialized in the health care field to include the requirements of the Code of Federal Regulations which are mandated by the Centers for Medicare and Medicaid.

Due to the many years of experience and dedication to the protection of Health Care facilities, our staff is the first line of defense in firefighting in the State of Florida. Fire Prevention is the very first and most important step in the firefighting world. Given that in the Health Care realm, these people are incapable of self preservation, they must depend on the protective measures of construction, operations, and staff. For their survival, we AHCA/FPS staff must be ever vigilant and straight forward to preserve their quality of life.

If you have any further questions do not hesitate to ask

Thank you,  
Michael T Brennan  
2<sup>nd</sup> VP AHCA  
13000 Carolines Cove #103A  
Ormond Beach, FL 32174  
mbrennan25@cfl.rr.com  
IAFF\_S20\_AHCA@cfl.rr.com  
(352)220-7825 Phone



## HOUSE OF REPRESENTATIVES COMMITTEE ATTENDANCE ROLL CALL

The Select Committee on Collective Bargaining

met at 4:00 pm on 2/23/17 with the following attendance:

<u>Member</u>	<u>Present</u>	<u>Absent*</u>	<u>Excused</u>
<b>HOUSE MEMBERS</b>			
Co-Chair Stone	✓		
Hahnfeldt	✓		
Mariano	✓		
Newton	✓		
Smith	✓		
Yarborough	✓		
<b>SENATORS</b>			
Senator Co-Chair Powell	✓		
Senator Baxley	✓		
Senator Grimsley	✓		
Senator Passidomo	✓		
Senator Rouson	✓		
<b>TOTAL</b>	<b>11</b>	<b>0</b>	<b>0</b>



**ALLEN NORTON & BLUE**

PROFESSIONAL ASSOCIATION

906 North Monroe Street • Tallahassee, Florida 32303  
Telephone 850-561-3503 • Facsimile 850-561-0332

February 17, 2017

Senator Bobby Powell, Co-Chair  
Representative Charlie Stone, Co-Chair  
The Florida Legislature  
Joint Select Committee on Collective Bargaining  
Governmental Oversight and Accountability Committee  
404 South Monroe Street  
Tallahassee, Florida 32399

**Re: Impasse of Fiscal Year 2017-18 Collective Bargaining Negotiations  
between the Florida Lottery and the Bargaining Agents**

Dear Members:

Enclosed are the materials requested by the Joint Committee on Collective Bargaining. The materials include the State's notice of impasse to the Florida Legislature, and the remaining proposals currently at impasse.

Thank you for the opportunity to present this information to the Committee. If you have questions or concerns, please contact me at 561-3503, or Josie M. Tamayo, General Counsel for the Florida Lottery, at 487-7724.

Sincerely,

Michael Mattimore  
Chief Labor Negotiator

cc: Donna M. Poole, Commissioner, Public Employees Relations Commission  
Ben Gibson, Deputy General Counsel, Executive Office of Governor Rick Scott  
Renee Tondee, Deputy Director, Office of Policy and Budget  
Tom Delacenserie, Secretary, Department of Lottery  
Josie M. Tamayo, General Counsel, Department of Lottery  
Jack Marziliano, Federation of Public Employees  
Hal Johnson, Police Benevolent Association

Miami • Orlando • Tallahassee • Tampa



ALLEN NORTON & BLUE

PROFESSIONAL ASSOCIATION

906 North Monroe Street • Tallahassee, Florida 32303  
Telephone 850-561-3503 • Facsimile 850-561-0332

February 10, 2017

The Honorable Joe Negron, President  
The Florida Senate  
Suite 409, The Capitol  
404 South Monroe Street  
Tallahassee, Florida 32399-1100

The Honorable Richard Corcoran, Speaker of the House  
Florida House of Representatives  
Suite 420, The Capitol  
402 South Monroe Street  
Tallahassee, Florida 32399-1300

Re: Notification of Collective Bargaining Impasse; Florida Lottery

Dear President Negron and Speaker Corcoran:

An impasse has occurred in the collective bargaining negotiations between the Governor and the two employee associations representing the bargaining units of state employees at the Department of Lottery, pursuant to section 216.163(6), Florida Statutes. In accordance with section 447.403(5), Florida Statutes, we are submitting the enclosed list of collective bargaining contract articles on which, as of the date of this letter, an agreement has not been reached. We are continuing negotiations and will inform you of agreements reached on any of the impasse articles.

If you have questions or concerns, please contact me at 561-3503, or Josie M. Tamayo, General Counsel for The Florida Lottery, at 487-7724.

Sincerely,

Michael Mattimore  
Chief Labor Negotiator

cc: Donna M. Poole, Chairman, Public Employees Relations Commission  
Ben Gibson, Deputy General Counsel, Executive Office of Governor Rick Scott  
Renee Tondee, Deputy Director, Office of Policy and Budget

Miami • Orlando • Tallahassee • Tampa

February 10, 2017  
Page 2

Tom Delacenserie, Secretary, Department of Lottery  
Josie M. Tamayo, General Counsel, Department of Lottery  
Jack Marziliano, Federation of Public Employees  
Hal Johnson, Police Benevolent Association

**Article 12  
WAGES**

**SECTION 1 – General Pay Provisions**

The Department of the Lottery's authority to provide increases to employees' base rate of pay and salary additives from available agency funds shall be in accordance with this Agreement, state law, and the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act.

**SECTION 2 – Discretionary Performance Based Awards**

The Governor's Budget Recommendations provide for discretionary, one-time lump sum awards to eligible employees for achievement of agency measures, for job performance at a level of a satisfactory rating or above on the employee performance evaluation for the period July 1, ~~2015-2016~~ through June 30, ~~2016~~2017, and for agency savings generated from verified unspent appropriations during Fiscal Year 2016-2017. Eligibility requirements are set forth in Section 8 – Salaries and Benefits – Fiscal Year ~~2016~~2017-2017-2018 of the Governor's Recommendations. The awards shall be paid to eligible employees no later than October ~~1823~~, ~~2016~~2017, and are subject to funding as provided in the ~~2016~~2017-2017-2018 General Appropriations Act.

**SECTION 3 – Performance Pay**

In accordance with the authority provided in the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act, and from existing agency resources, the Department of the Lottery 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, Florida Administrative Code.

**SECTION 4 – Savings Sharing Program**

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), Florida Statutes.

**SECTION 5 – Discretionary Competitive Pay Adjustments**

In accordance with the authority provided in the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act, contingent on the availability of funds and at the Agency Head's discretion, each agency is authorized to grant competitive pay adjustments to address retention, pay inequities, or other staffing issues.

**Article 17**

**INSURANCE AND BENEFITS**

17.1 The parties agree that the Lottery will administer the State Employees Group Health Self Insurance Plan in accordance with the applicable fiscal year's General Appropriations Act. Selected Exempt Service employees shall pay the same health insurance premiums as Career Service employees.

17.2 The Spouse Program providing for premiums of \$15 per month for each spouse participating in the State Employees Group Health Self-Insurance Plan will no longer be available as of July 1, 2017. After this date, spouses enrolled in the Plan will have the option to each select individual coverage or for one of the employees to select family coverage to include their spouse and any eligible dependents and will pay the same premiums as other employees who enroll in individual or family coverage in the Plan.

**Article 22  
WAGES**

**Section 1 – General Pay Provisions**

Agencies' authority to provide increases to employees' base rate of pay and salary additives from available agency funds shall be in accordance with this Agreement, state law, and the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act.

**Section 2 – Discretionary Performance Based Awards**

The Governor's Budget Recommendations provide for discretionary, one-time lump sum awards to eligible employees for achievement of agency measures, for job performance at a level of a satisfactory rating or above on the employee performance evaluation for the period July 1, 2016 through June 30, 2017, and for agency savings generated from verified unspent appropriations during Fiscal Year 2016-2017. Eligibility requirements are set forth in Section 8 – Salaries and Benefits – Fiscal Year 2017-2018 of the Governor's Recommendations. The awards shall be paid to eligible employees no later than October 23, 2017, and are subject to funding as provided in the 2017-2018 General Appropriations Act.

**Section 3 – Competitive Pay Adjustments**

Effective July 1, 2017, all employees shall receive a competitive pay adjustment of five percent (5%) to the employee's June 30, 2017 base rate of pay.

**Section 2.4 – Deployment to a Facility or Area Closed due to Emergency**

In accordance with the authority provided in the Fiscal Year 2016-2017 General Appropriations Act, contingent on the availability of funds and at the Agency Head's discretion, each agency is authorized to grant a temporary special duties pay additive of up to 15 percent of the employee's base rate of pay to each employee temporarily deployed to a facility or area closed due to emergency conditions from another area of the state that is not closed.

**Section 3.5 – Performance Pay**

In accordance with the authority provided in the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act, and from existing agency resources, 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, Florida Administrative Code.



**~~Section 4 – Savings Sharing Program~~**

~~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), Florida Statutes.~~

**~~Section 5-6 – Discretionary Raises~~ Pay Adjustments**

In accordance with the authority provided in the Fiscal Year ~~2016~~2017-2017-2018 General Appropriations Act, contingent on the availability of funds and at the Agency Head's discretion, each agency is authorized to grant ~~competitive~~ pay adjustments to address retention, pay inequities, or other staffing issues.

**~~Section 6 – Career Development Plan Work Group~~**

~~In accordance with the authority provided in the implementation provisions of the Fiscal Year 2016-2017 General Appropriations Act (Section 65, HB 5003), a work group is to be organized to create a sworn law enforcement officers' career development plan to attract and retain quality employees. The career development plan proposal developed by the work group is to be submitted to the Governor, President of the Senate, and Speaker of the House of Representatives by December 1, 2016.~~