



Joint Select Committee on Collective Bargaining

**Representative Fabricio, Alternating Chair
Senator Fine, Alternating Chair**

**Monday, March 10, 2025
4:00 PM – 6:00 PM
Reed Hall (102 HOB)**

Meeting Packet

Committee Meeting Notice

HOUSE OF REPRESENTATIVES

Joint Select Committee on Collective Bargaining

Start Date and Time: Monday, March 10, 2025 04:00 PM
End Date and Time: Monday, March 10, 2025 06:00 PM
Location: Reed Hall (102 HOB)
Duration: 2.00 hrs

Actionable Items

Testimony with respect to issues at impasse.

To conduct a public hearing at which 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 03/05/2025 3:55PM by Lacher.Tamara



Joint Select Committee on Collective Bargaining

**Representative Fabricio, Alternating Chair
Senator Fine, Alternating Chair**

**Monday, March 10, 2025
4:00 PM – 6:00 PM
Reed Hall (102 HOB)**

**MEETING PACKET
Materials Submitted:
Department of Management Services**

**Letter to House/Senate
(Collective Bargaining Impasse)**



4050 Esplanade Way
Tallahassee, FL 32399-0950

Ron DeSantis, Governor
Pedro Allende, Secretary

March 4, 2025

Via Electronic Mail

The Honorable Ben Albritton, President
Florida Senate
409 The Capitol

The Honorable Daniel Perez, Speaker
Florida House of Representatives
420 The Capitol

Re: Collective Bargaining Impasse on Fiscal Year 2025-2026 Contract Terms

Dear President Albritton and Speaker Perez:

An impasse remains in the collective bargaining negotiations between the Governor and the State Personnel System collective bargaining units. In accordance with section 447.403(5), Florida Statutes, we have enclosed lists of the collective bargaining contract articles on which agreement was reached, as well as the ones on which agreement has not been reached as of the date of this letter. We are continuing to negotiate with the bargaining unit agents and will inform you if agreement is reached on any of the listed impasse articles.

If you have questions, please contact me at 850-561-3503, or Funmi Ojetayo, Deputy General Counsel for the Department of Management Services, at 850-922-6617.

Sincerely,

Michael Mattimore
Chief Labor Negotiator

MM/ag

Enclosures

cc: Kerey Carpenter, Chair, Public Employees Relations Commission
Brandi Gunder, Deputy Budget Director, Office of Policy and Budget, Executive Office of the Governor
Dan Pardo, Deputy Policy Director, Office of Policy and Budget, Executive Office of the Governor
Pedro Allende, Secretary, Department of Management Services
John Schrader, Chief of Staff, Department of Management Services
Edric Sanchez, Deputy Secretary, Workforce Operations, Department of Management Services
Jeff Ivey, Deputy Chief of Staff, Department of Management Services
Kristen Larson, General Counsel, Department of Management Services
Sharon Larson, Director, State Human Resource Management, Department of Management Services
Collective Bargaining Agent Representatives

**Cover Letter to Joint
Committee Members**



4050 Esplanade Way
Tallahassee, FL 32399-0950

Ron DeSantis, Governor
Pedro Allende, Secretary

March 6, 2025

Via Electronic Mail

The Florida Legislature
Joint Select Committee on Collective Bargaining
330 Knott Building

Re: Impasse of Collective Bargaining Negotiations for Fiscal Year 2025-2026 between the State of Florida and the Bargaining Agents Representing State Personnel System (SPS) Employees

Dear Committee Members:

We have enclosed the materials requested by the Joint Select Committee on Collective Bargaining for its public hearing scheduled for March 10, 2025.

This past bargaining cycle the state met with the bargaining agents representing the currently certified collective bargaining units for Florida Highway Patrol, Law Enforcement, Special Agent, and Security Services to negotiate the last year of their respective 2023-2026 successor agreements. We also met with the bargaining agent for the Fire Service Unit to negotiate a new successor agreement to replace the one expiring June 30, 2025.

The enclosed materials include copies of the state's statutorily required notices to the Florida Legislature regarding status of negotiations, an overview of the current SPS collective bargaining units, status sheets detailing negotiated contract articles (including those at impasse), the most recent state and union proposals for the impasse articles, and the state's costing of union wage proposals for those units that did not tentatively agree to the state's wage proposal.

Thank you for the opportunity to present this information to the Committee. If you have questions or concerns, please contact me at 850-561-3503, or Funmi Ojetayo, Deputy General Counsel for the Department of Management Services, at 850-922-6617.

Respectfully submitted,

Michael Mattimore
Chief Labor Negotiator

MM/ag
Enclosures

**Letter to House/Senate
(Notification of Impasse)**



4050 Esplanade Way
Tallahassee, FL 32399-0950

Ron DeSantis, Governor
Pedro Allende, Secretary

February 3, 2025

Via Electronic Mail

The Honorable Ben Albritton, President
Florida Senate
409 The Capitol

The Honorable Daniel Perez, Speaker
Florida House of Representatives
420 The Capitol

Re: Notification of Statutory Collective Bargaining Impasse

Dear President Albritton and Speaker Perez:

An impasse has occurred pursuant to section 216.163(6), Florida Statutes, in the negotiations between the Governor and the employee organizations representing the State Personnel System certified collective bargaining units. We will continue to negotiate in the coming weeks in an effort to reach agreement on as many unresolved issues as possible and will submit information regarding those issues we cannot resolve no later than March 4, 2025, pursuant to section 447.403(5), Florida Statutes.

If you have questions or concerns, please contact me at 850-561-3503 or Funmi Ojetayo, Deputy General Counsel for the Department of Management Services, at 850-922-6617.

Sincerely,


Michael Mattimore
Chief Labor Negotiator

MM/ag

cc: Kerey Carpenter, Chair, Public Employees Relations Commission
Brandi Gunder, Deputy Budget Director, Office of Policy and Budget, Executive Office of the Governor
Dan Pardo, Deputy Policy Director, Office of Policy and Budget, Executive Office of the Governor
Pedro Allende, Secretary, Department of Management Services
John Schrader, Chief of Staff, Department of Management Services
Edric Sanchez, Deputy Secretary, Workforce Operations, Department of Management Services
Jeff Ivey, Deputy Chief of Staff, Department of Management Services
Kristen Larson, General Counsel, Department of Management Services
Sharon Larson, Director, State Human Resource Management, Department of Management Services
Collective Bargaining Agent Representatives



Overview of State Personnel System Collective Bargaining Units

Pursuant to Chapter 447, Florida Statutes, the Governor is the “public employer” with respect to collective bargaining with State Personnel System (SPS) employees. There are currently five collective bargaining units certified by the Public Employees Relations Commission for SPS employees in the Career Service. The data provided below for each unit is through February 28, 2025.

Florida Highway Patrol Unit (FHP) – Represented by the Police Benevolent Association

Includes Career Service sworn law enforcement officer positions and first line sworn supervisor positions in the Department of Highway Safety and Motor Vehicles. There are currently 1,793 positions allocated to this unit.

Law Enforcement Unit (LEU) – Represented by the Police Benevolent Association

Includes Career Service sworn law enforcement officer positions and sworn supervisor positions in law enforcement agencies except the Department of Highway Safety and Motor Vehicles. The Departments of Agriculture and Consumer Services, Business and Professional Regulation, Environmental Protection, Financial Services, Law Enforcement, Legal Affairs; the Fish and Wildlife Conservation Commission; the Florida Gaming Commission; and the Florida School for the Deaf and the Blind have positions in this unit. There are currently 1,404 positions allocated to this unit.

Security Services Unit (SSU) – Represented by the Police Benevolent Association

Includes Career Service correctional officer positions up to the captain level and Career Service probation officer positions up to the senior supervisor level in the Department of Corrections; and Career Service institutional security positions up to the shift supervisor level in the Agency for Persons with Disabilities and the Department of Children and Families, primarily involved in the direct care, custody, and control of persons involuntarily confined to state institutions or facilities; or the supervised custody, surveillance, and control of assigned probationers and parolees. There are currently 18,558 positions allocated to this unit.

Fire Service Unit - Represented by the Florida State Fire Service Association

Includes uniformed firefighter, supervisor, and other specified non-uniformed positions in the Career Service involved in fire prevention, fire suppression, and fire training and instruction. The Agency for Health Care Administration, and the Departments of Agriculture and Consumer Services, Children and Families, Financial Services, and Military Affairs have positions in this unit. There are currently 609 positions allocated to this unit.

Special Agent Unit (SAU) - Represented by Florida State Lodge Fraternal Order of Police, Inc.

Includes Career Service professional, sworn law enforcement investigator positions in the Florida Department of Law Enforcement, conducting criminal investigations of suspected law violations primarily connected with organized crime, and/or providing other specialized law enforcement services, including protective services and the investigation of other law enforcement officers. There are currently 320 positions allocated to this unit.



Overview of State Personnel System Collective Bargaining Units

COLLECTIVE BARGAINING UNIT STATISTICS

Employee Organization	Collective Bargaining Unit	Employees Represented	Dues Paying Members	Percent Paying Dues	Non-Dues Paying Employees	Percent Not Paying Dues
Police Benevolent Association	FHP	1,665	1,122	67.39%	543	32.61%
	LEU	1,172	599	51.11%	573	48.89%
	SSU	17,688	7,956	44.98%	9,732	55.02%
Florida State Fire Service Association	Fire Service	571	204	35.73%	367	64.27%
Florida State Lodge Fraternal Order of Police, Inc.	SAU	286	134	46.85%	152	53.15%

Division of State Human Resource Management
 Department of Management Services
 Data Source: People First System
 Through February 28, 2025

**Governor's Recommended
Budget**

SECTION 8. EMPLOYEE COMPENSATION AND BENEFITS - FISCAL YEAR 2025-2026

This section provides instructions for implementing the Fiscal Year 2025-2026 salary and benefit adjustments provided in this act. All allocations, distributions, and uses of these funds are to be made in strict accordance with the provisions of this act and chapter 216, Florida Statutes.

Unless otherwise specified in this section, references to an "eligible" employee refer to an employee who is, at a minimum, meeting his or her required performance standards, if applicable. If an ineligible employee achieves performance standards subsequent to the salary implementation date, but on or before the end of the fiscal year, the employee may receive the increase; however, the increase shall be effective on the date the employee becomes eligible but not retroactively. In addition, any salary increase or bonus provided under this section shall be pro-rated based on the full-time equivalency of the employee's position. Employees classified as other personal services employees are not eligible for an increase.

The Legislature intends that all eligible employees receive the increases specified in this section, even if the implementation of such increases results in an employee's salary exceeding the adjusted pay grade maximum.

(1) EMPLOYEE AND OFFICER COMPENSATION

(a) Officer Compensation

Effective July 1, 2025, the elected officers, members of commissions, and designated employees shall be paid at the annual rate listed below; however, these salaries may be reduced on a voluntary basis.

Governor.....	141,400
Lieutenant Governor.....	135,516
Chief Financial Officer.....	139,988
Attorney General.....	139,988
Commissioner of Agriculture.....	139,988
Supreme Court Justice.....	258,957
Judges - District Courts of Appeal.....	218,939
Judges - Circuit Courts.....	196,898
Judges - County Courts.....	186,034
Judges of Compensation Claims.....	177,160
State Attorneys.....	218,939
Public Defenders.....	218,939
Commissioner - Public Service Commission.....	154,994
Commissioner - Florida Gaming Control Commission.....	154,994
Public Employees Relations Commission Chair.....	114,793
Public Employees Relations Commission Commissioners.....	54,423
Commission on Offender Review Chair.....	146,003
Commission on Offender Review Commissioners.....	135,188
Criminal Conflict and Civil Regional Counsels.....	140,914

None of the officers, commission members, or employees whose salaries have been fixed in this section shall receive any supplemental salary or benefits from any county or municipality.

(2) SPECIAL PAY ISSUES

(a) Law Enforcement Officers Compensation

1. Effective July 1, 2025, \$14,840,477 in recurring General Revenue and \$29,451,711 in recurring trust funds provided in Specific Appropriation 1916 are appropriated for Fiscal Year 2025-2026, to grant a competitive pay adjustment of 20 percent to each eligible entry level sworn law enforcement officer's base rate of pay, as of the last day of the last completed month upon this act becoming law, employed by the following agencies: Florida School for the Deaf and the Blind, Department of Agriculture and Consumer Services, Fish and Wildlife Conservation Commission, Department of Business and Professional Regulation, Department of Financial Services, Department of Lottery, Florida Department of Law Enforcement, Justice Administration Commission, State Court System, Department of Highway Safety and Motor Vehicles, Agency for Persons with Disabilities, Department of Children and Families, and the Division of Emergency Management.

Any unexpended balances of funds remaining in Specific Appropriation 1916 on June 30, 2026, shall revert. Agencies are authorized to continue the competitive pay adjustment in Fiscal Year 2026-2027.

2. Effective July 1, 2025, \$19,537,144 in recurring General Revenue and \$41,252,930 in recurring trust funds provided in Specific Appropriation 1916 are appropriated for Fiscal Year 2025-2026, to grant a competitive pay adjustment of 25 percent to each eligible non-entry level sworn law enforcement officer's base rate of pay, as of the last day of the last completed month upon this act becoming law, employed by the following agencies: Florida School for the Deaf and the Blind, Department of Agriculture and Consumer Services, Department of Environmental Protection, Fish and Wildlife Conservation Commission, Department of Business and Professional Regulation, Department of Financial Services, Department of Lottery, Department of Legal Affairs, Florida Department of Law Enforcement, Florida Gaming Control Commission, Justice Administration Commission, State Court System, Department of Highway Safety and Motor Vehicles, Agency for Persons with Disabilities, Department of Children and Families, and the Division of Emergency Management.

Any unexpended balances of funds remaining in Specific Appropriation 1916 on June 30, 2026, shall revert. Agencies are authorized to continue the competitive pay adjustment in Fiscal Year 2026-2027.

3. For the purpose of paragraph (2)(a)1., the term "entry level sworn law enforcement officer" means an employee in the following agencies and classification codes designated as a sworn law enforcement officer:

Florida School for the Deaf and the Blind
Law Enforcement Officer (8515); and Law Enforcement Investigator II (8541)

Department of Environmental Protection
Law Enforcement Investigator II (8541)

Department of Agriculture and Consumer Services
Law Enforcement Officer (8515)

Fish and Wildlife Conservation Commission
Law Enforcement Officer (8515); and Law Enforcement Airplane Pilot I (8532)

Department of Lottery
Special Agent II (2608)

Department of Financial Services
Law Enforcement Investigator I (8540)

Department of Business and Professional Regulation
Law Enforcement Investigator II (8541)

Department of Children and Families
Institutional Security Specialist I (8237)

Agency for Persons with Disabilities
Institutional Security Specialist I (8237)

Justice Administration Commission
Investigator I (6661)

State Court System
Deputy Marshal-Supreme Court (1505); and Deputy Marshal-District Court (1506)

Department of Law Enforcement
Law Enforcement Officer (8515); Special Agent Trainee (8580); and Protective Services Special Agent II (8592)

Florida Gaming Control Commission
Law Enforcement Investigator II (8541)

Department of Highway Safety and Motor Vehicles
Florida Highway Patrol Trooper (8030)

Division of Emergency Management
Any eligible sworn law enforcement positions established pursuant to section 171 of this act.

4. For the purpose of paragraph (2)(a)2., the term "non-entry level sworn law enforcement officer" means an employee in the following agencies and classification codes designated as a sworn law enforcement

officer:

Florida School for the Deaf and the Blind
Security and Law Enforcement Chief (8520); Law Enforcement Lieutenant
(8522); and Law Enforcement Investigator II (8541)

Department of Environmental Protection
Law Enforcement Lieutenant (8522); Law Enforcement Investigator II
(8541); and Law Enforcement Captain (8632)

Department of Agriculture and Consumer Services
Chief of Investigative Services-DACS (7788); Chief of Uniform
Services-DACS (7858); Law Enforcement Corporal (8517); Law Enforcement
Sergeant (8519); Law Enforcement Lieutenant (8522); Law Enforcement
Investigator II (8541); Director of Agricultural Law Enforcement-DACS
(8542); Assistant Director of Law Enforcement (8551); Law Enforcement
Major (8630); and Law Enforcement Captain (8632)

Fish and Wildlife Conservation Commission
Law Enforcement Corporal (8517); Law Enforcement Lieutenant (8522); Law
Enforcement Captain (8525); Law Enforcement Airplane Pilot II (8534);
Law Enforcement Investigator II (8541); Law Enforcement Manager-FWC
(8565); Law Enforcement Program Administrator (8798); Law Enforcement
Section Leader (9154); Deputy Director of Law Enforcement-FWC (9498);
and Director of Law Enforcement-FWC (9694)

Department of Lottery
Special Agent Supervisor (1126); Director-Security (2601); and Deputy
Director of Security (2603)

Department of Financial Services
Chief of Worker's Compensation Fraud (7957); Chief of General Fraud
(7958); Chief, Fire, Arson, and Explosive Investigator (7962); Law
Enforcement Lieutenant (8522); Law Enforcement Investigator II (8541);
Law Enforcement Major (8630); Law Enforcement Captain (8632); Assistant
Director of Insurance Fraud (9776); and Director of Insurance Fraud
(9779)

Department of Business and Professional Regulation
Law Enforcement Lieutenant (8522); Law Enforcement Investigator II
(8541); Law Enforcement Major (8630); Law Enforcement Major (8631); and
Law Enforcement Captain (8632)

Department of Children and Families
Institutional Security Specialist II (8238); Institutional Security
Specialist SFT Supervisor (8240); and Institutional Security Chief
(8243)

Agency for Persons with Disabilities
Institutional Security Specialist II (8238); Institutional Security
Specialist SFT Supervisor (8240); and Institutional Security Chief
(8243)

Justice Administration Commission
Investigator II (6662); Investigator III (6663); Investigator IV (6664);
and Investigator V (6665)

State Court System
Chief Deputy Marshal-Supreme Court (1500); Deputy Marshal-Supreme Court
(1505); Deputy Marshal-District Court (1506); Deputy Marshal Supervisor
Supreme Court (1510); Deputy Marshal Supervisor District Court (1515);
Deputy Clerk I-District Court (2601); Chief Deputy Marshal-District
Court (6210); Marshal-Supreme Court (9040); and Marshal-District Court
(9050)

Department of Legal Affairs
Investigator Manager-SES (8357); Law Enforcement Lieutenant (8522); Law
Enforcement Captain (8525); Law Enforcement Investigator II (8541); Law
Enforcement Major (8630); Law Enforcement Major (8631); and Law
Enforcement Captain (8632)

Florida Gaming Control Commission
Chief of Law Enforcement Services (8383); Law Enforcement Investigator
II (8541); Special Agent Supervisor (8584); Law Enforcement Major
(8630); and Director of Law Enforcement (9838)

Department of Law Enforcement
Law Enforcement Sergeant (8519); Law Enforcement Lieutenant (8522); Law
Enforcement Captain (8525); Director-FDLE (8529); Chief of

Investigations (8530); Florida Law Enforcement Accreditation Director (8535); Law Enforcement Investigator II (8541); Assistant Director of Law Enforcement (8551); Special Agent (8581); Special Agent Supervisor (8584); Inspector-FDLE (8590); Law Enforcement Major (8630); Director of Capitol Police (9736); Director of Criminal Justice Prof. Program (9828); and Assistant Executive Director (9883)

Department of Highway Safety and Motor Vehicles
Deputy Director of Florida Highway Patrol (7932); Chief of Florida Highway Patrol (7981); Florida Highway Patrol Sergeant (8031); Florida Highway Patrol Pilot I (8032); Florida Highway Patrol Pilot II (8033); Florida Highway Patrol Corporal (8034); Florida Highway Patrol Investigator Sergeant (8035); Florida Highway Patrol Captain (8038); Florida Highway Patrol Lieutenant (8042); Law Enforcement Major II-FHP (8624); Law Enforcement Major-FHP (8626); Law Enforcement Major (8631); Law Enforcement Captain (8632); and Director of Florida Highway Patrol-HSMV (9762)

Division of Emergency Management

Any eligible sworn law enforcement positions established pursuant to section 171 of this act.

(b) State Firefighters

Effective July 1, 2025, \$300,776 in recurring General Revenue and \$12,901,703 in recurring trust funds provided in Specific Appropriation 1916 are appropriated for Fiscal Year 2025-2026, to grant a competitive pay adjustment of 25 percent for eligible employees who are employed as state firefighters. For the purpose of this paragraph, "state firefighters" mean (1) each unit employee in the fire services collective bargaining unit; and (2) each non-unit employee in one of the following position classifications:

Department of Agriculture and Consumer Services
Single Engine Reciprocal Aircraft Pilot-Fire (6570); Firefighter Rotocraft Pilot (6577); Forest Ranger (7609); Senior Forest Ranger (7610); Forest Area Supervisor (7622); Forestry Operations Administrator (7634); Forestry District Manager-DACS (7635); Forestry Program Administrator (7636); Forestry Center Manager-DACS (7637); Assistant Chief-Forestry (7638); Deputy Chief of Forestry (7639); Assistant Director of Forestry (7820); and Director of Forestry (9620)

Department of Financial Services
Field Representative-Firefighter Standards and Training (1360); Fire College Instructor Supervisor-Firefighter Standards and Training (1364); Field Representative Supervisor-Firefighters (1366); Fire College Academic Instructor (4135); Chief of Fire Prevention (7665); Assistant Director of State Fire Marshall (7779); Chief, Fire, Arson, and Explosive Investigator (7962); Asst Supt of Fire Fighter Stds and Training (8328); Fire Protection Specialist (8804); Fire Protection Specialist Supervisor-SES (8805); and Director of State Fire Marshall (9778)

Department of Military Affairs
Firefighter (6411); Firefighter Supervisor (6412); Forest Ranger (7609); Senior Forest Ranger (7610); Forest Area Supervisor (7622); and Forestry Program Administrator (7636)

Department of Children and Families
Firefighter (6411); Firefighter Supervisor (6412); and Fire Chief (6414)

Agency for Health Care Administration
Fire Protection Specialist (8804)

(3) BENEFITS: HEALTH, LIFE, AND DISABILITY INSURANCE

(a) State Life Insurance and State Disability Insurance

Funds are provided in each agency's budget to continue paying the state share of the current State Life Insurance Program and the State Disability Insurance Program premiums.

(b) State Health Insurance Administrative Health Insurance Assessment

Funds are provided in each agency's budget to pay an administrative health insurance assessment equal to the employer's cost of single employee health care coverage for each vacant position eligible for coverage through the Division of State Group Insurance.

(c) State Health Insurance Plans and Benefits

1. For the period July 1, 2025, through June 30, 2026, the Department of Management Services shall continue within the State Group Insurance Program State Group Health Insurance Standard Plans, State Group Health Insurance High Deductible Plans, State Group Health Maintenance Organization Standard Plans, and State Group Health Maintenance Organization High Deductible Plans.

2. For the period July 1, 2025, through June 30, 2026, the benefits provided under each of the plans shall be those benefits as provided in the current State Employees' PPO Plan Group Health Insurance Plan Booklet and Benefit Document, and current Health Maintenance Organization contracts and benefit documents, including any revisions to such health benefits approved by the Legislature.

3. Beginning January 1, 2026, for the 2026 plan year, each plan shall continue the benefits for occupational therapy authorized for the 2025 plan year.

4. Effective July 1, 2025, the state health insurance plans, as defined in subsection (3)(c), shall limit plan participant cost sharing (deductibles, coinsurance, and copayments) for covered in-network medical services, the amount of which shall not exceed the annual cost sharing limitations for individual coverage or for family coverage as provided by the U.S. Department of Health and Human Services pursuant to the provisions of the federal Patient Protection and Affordable Care Act of 2010 and the Internal Revenue Code. Medical and prescription drug cost sharing amounts incurred by a plan participant for covered in-network service shall be aggregated to record the participant's total amount of plan cost sharing limitations. The plan shall pay 100 percent of covered in-network services for a plan participant during the applicable calendar year once the federal cost share limitations are reached.

5. Effective July 1, 2025, a participant has the option to receive a covered immunization from a participating provider pursuant to a participant's current State Employees' PPO Plan Group Health Insurance Plan Booklet and Benefit Document, a participating provider pursuant to a participant's current Health Maintenance Organization contract and benefits document, or a participating pharmacy in the State Employees' pharmacy benefit manager's network.

6. Effective January 1, 2026, the Division of State Group Insurance shall continue to allow service delivery through telehealth in its health benefits contracts.

7. The high deductible health plans shall continue to include an integrated Health Savings Account (HSA). Such plans and accounts shall be administered in accordance with the requirements and limitations of federal provisions related to the Medicare Prescription Drug Improvement and Modernization Act of 2003. The state shall make a monthly contribution to the employee's health savings account, as authorized in section 110.123(13), Florida Statutes, of \$41.66 for employees with individual coverage and \$83.33 for employees with family coverage.

8.a. The Department of Management Services shall continue the pilot program within the PPO plan and the HMO plans to provide coverage for the treatment and management of obesity and related conditions during the 2026 plan year.

b. For the pilot program, the department shall contract with a third-party provider through a competitive solicitation to establish the third-party solution to treat, reduce, and prevent obesity and obesity-related conditions in the State Group Insurance program population. The third-party provider must demonstrate a unique competency to focus on member wellness and the capacity to educate State Group Insurance Participants regarding healthy lifestyle and habit changing decisions to improve the overall health of the participant. Specific education around the efficacy and potential impacts of glucagon-like peptide 1 agonists (GLP1) is required, along with education regarding tapering or continued use of these medications.

c. The participation in the pilot program will be limited to 2,800 members. The department shall establish criteria, which shall include, but not be limited to:

i. Members of the PPO plan or HMO plan during the 2025 and 2026 plan year;

ii. Members 18 years of age or older;

iii. Consent to provide personal and medical information to the department; and

iv. Referral and supervision of a physician participating in the PPO and HMO networks during the 2025 and 2026 plan year.

By January 15, 2026, the Department of Management Services shall report to the Legislature the number of individuals who applied to participate in the pilot program and the number of participants who enrolled in the pilot program.

d. All participants must enroll in one of the third-party provider wellness programs offered through the pilot program. By April 15, 2026, for the quarter ending March 31, 2026, and quarterly thereafter, each participant's active engagement with the wellness program provider must be certified by the department. Any participant whose active engagement cannot be certified in any quarter will be immediately disenrolled from the pilot program.

e. Participants of the 2025 plan year pilot program whose BMI falls below the established criteria and would be otherwise ineligible to participate in the 2026 plan year pilot program may still access the wellness program component of the pilot program. For these participants, the department may also allow the use of generic versions of Federal Drug Administration approved medications for chronic weight management for participants as a way to transition off of glucagon-like peptide 1 agonists. These participants shall not count towards the 2,800 member limit.

f. Compensation under the contract shall be paid from the State Employees Health Insurance Trust Fund. The third-party provider shall be compensated based solely on a per-enrollee fee which in the aggregate may not exceed \$6.0 million for the 2026 plan year.

g. In the event the Department of Management Services does not execute a contract with a third-party provider by September 30, 2025, the department shall continue the pilot program within the PPO and the HMO plans to provide coverage for the treatment and management of obesity and related conditions during the 2026 plan year.

9.a. Effective with the 2026 plan year, the Department of Management Services shall continue the Diabetes Pilot Program within the PPO and the self-insured HMO plans.

b. The pilot program will be limited to 2,000 participants. Participants must be members of the PPO plan or a self-insured HMO plan during the 2026 plan year.

c. The department shall establish criteria for the diabetes pilot program that includes offering participants:

i. A cellular meter that provides real time feedback for glucose readings;

ii. Testing strips and related supplies for enrolled members;

iii. Continuous remote monitoring with emergency outreach; and

iv. Live coaching from certified diabetes educators. The pilot program shall measure meaningful clinical outcomes for the enrollees including a reduction in HbA1c and hypoglycemia levels.

By January 15, 2026, the department shall report to the Legislature the number of individuals who applied to participate in the diabetes pilot program and the number of participants who enrolled in the pilot program.

10. Effective January 1, 2026, a participant has the option to receive coordination of cancer care support from the entity the Department of Management Services contracts pursuant to section 110.12303(2)(a), Florida Statutes.

(d) State Group Health Insurance Premiums for the Period July 1, 2025, through June 30, 2026.

Funds are provided in each state agency, state university's, and state

college's budget to pay the state share of the State Group Health Insurance premiums for the fiscal year. The agencies shall pay the specified premiums on behalf of employees who have enhanced benefits, including those employees participating in the Spouse Program in accordance with section 60P-2.0036, Florida Administrative Code, and those employees filling positions with "agency pay-all" benefits.

1. For the coverage period beginning August 1, 2025, the state share of the State Group Health Insurance premiums per month for the executive, legislative, and judicial branch agencies shall be as follows:

- a. Standard Plan or High Deductible Plan - Individual - \$844.82
- b. Standard Plan or High Deductible Plan - Family - \$1,834.20
- c. Standard Plan for an employee with enhanced benefits, excluding the Spouse Program - Individual - \$886.48
- d. Standard Plan for an employee with enhanced benefits, excluding the Spouse Program - Family - \$1,984.20
- e. Standard Plan for each employee participating in the Spouse Program - Family - \$992.10
- f. High Deductible Plan for an employee with enhanced benefits, excluding the Spouse Program - Individual - \$851.48
- g. High Deductible Plan for an employee with enhanced benefits, excluding the Spouse Program - Family - \$1,868.50
- h. High Deductible Plan for each employee participating in the Spouse Program - Family - \$934.26

2. For the coverage period beginning August 1, 2025, the employee share of the State Group Health Insurance premiums per month shall be as follows:

- a. Standard Plan - Individual - \$50.00
- b. Standard Plan - Family - \$180.00
- c. High Deductible Plan - Individual - \$15.00
- d. High Deductible Plan - Family - \$64.30
- e. Standard Plan or High Deductible Plan for an employee filling a position with "agency pay-all" benefits - Individual - \$8.34
- f. Standard Plan or High Deductible Plan for an employee filling a position with "agency pay-all" benefits - Family - \$30.00
- g. Standard Plan or High Deductible Plan for each employee participating in the Spouse Program - \$15.00

3. For the coverage period beginning August 1, 2025, the monthly premium for a Medicare participant participating in the State Group Health Insurance program shall be as follows:

- a. Standard Plan - One Eligible - \$430.18
- b. Standard Plan - One Under/One Over - \$1,243.63
- c. Standard Plan - Both Eligible - \$860.35
- d. High Deductible Plan - One Eligible - \$324.26
- e. High Deductible Plan - One Under/One Over - \$1,061.06
- f. High Deductible Plan - Both Eligible - \$648.52

g. The monthly premium for a Medicare participant enrolled in a Health Maintenance Organization Standard Plan or High Deductible Health Plan or a Medicare Advantage Plan shall be equal to the negotiated monthly premium for the selected state-contracted Health Maintenance Organization or selected state-contracted plan.

4. For the coverage period beginning August 1, 2025, the monthly premium for an "early retiree" participating in the State Group Health Insurance program shall be as follows:

- a. Standard Plan - Individual - \$813.46
- b. Standard Plan - Family - \$1,831.08
- c. High Deductible Plan - Individual - \$736.80
- d. High Deductible Plan - Family - \$1,632.05

5. For the coverage period beginning August 1, 2025, a COBRA participant participating in the State Group Health Insurance program shall continue to pay a premium equal to 102 percent of the total premium charged (state and employee contributions) for an active employee participating in the same plan option.

(e) The State Employees' Prescription Drug Program shall be governed by the provisions of section 110.12315, Florida Statutes. Under the State Employees' Prescription Drug Program, the following shall apply:

1. Effective July 1, 2025, for the purpose of encouraging an individual to change from brand name drugs to generic drugs, the department may continue to waive co-payments for a six month supply of a generic statin or a generic proton pump inhibitor.

2. The State Employees' Prescription Drug Program shall provide coverage for smoking cessation prescription drugs; however, members shall be responsible for appropriate co-payments and deductibles when applicable.

(4) OTHER BENEFITS

(a) The following items shall be implemented in accordance with the provisions of this act and with the applicable negotiated collective bargaining agreement:

1. The state shall provide up to six (6) credit hours of tuition-free courses per term at a state university or Florida College System institution to full-time employees on a space available basis as authorized by law.

2. The state shall continue to reimburse, at current levels, for replacement of personal property.

3. Each agency, at the discretion of the agency head, may expend funds provided in this act for bar dues and for legal education courses for employees who are required to be a member of the Florida Bar as a condition of employment.

4. The state shall continue to provide, at current levels, clothing allowances and uniform maintenance and shoe allowances.

(b) All state branches, departments, and agencies which have established or approved personnel policies for the payment of accumulated and unused annual leave, shall not provide payment which exceeds a maximum of 480 hours of actual payment to each employee for accumulated and unused annual leave.

(c) Upon termination of employees in the Senior Management Service, Selected Exempt Service, or positions with comparable benefits, payments for unused annual leave credits accrued on the member's last anniversary date shall be prorated at 1/12th of the last annual amount credited for each month, or portion thereof, worked subsequent to the member's last anniversary date.

(5) PAY ADDITIVES AND OTHER INCENTIVE PROGRAMS

The following pay additives and other incentive programs are authorized for the 2025-2026 fiscal year from existing agency resources consistent with provisions of sections 110.2035 and 216.251, Florida Statutes, the applicable rules adopted by the Department of Management Services and negotiated collective bargaining agreements.

(a) Each agency is authorized to continue to pay, at the levels in effect on June 30, 2025, on-call fees and shift differentials as necessary to perform normal operations of the agency.

(b) Each agency that had a training program in existence on June 30, 2025, which included granting pay additives to participating employees, is authorized to continue such training program for the 2025-2026 fiscal year. Such additives shall be granted under the provisions of the law

administrative rules, and collective bargaining agreements.

(c) Each agency is authorized to continue to grant temporary special duties - absent coworker pay additives to employees assigned additional duties as a result of another employee being absent from work pursuant to the Family Medical Leave Act or authorized military leave. The notification process described in section 110.2035(7)(b), Florida Statutes, does not apply to additives authorized in this paragraph.

(d) Each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable performance as evidenced by a performance evaluation conducted pursuant to chapter 60L-35, Florida Administrative Code, or a similar performance evaluation applicable to other pay plans. The Chief Justice may exempt judicial branch employees from the performance evaluation requirements of this paragraph.

(e) Contingent upon 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. The agency is responsible for retaining sufficient documentation justifying adjustments provided herein.

(f) Contingent upon the availability of funds and at the agency head's discretion, each agency is authorized to continue to grant temporary special duties pay additives, 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.

(g) The Fish and Wildlife Conservation Commission may continue to grant temporary special duty pay additives to law enforcement officers who perform additional duties as K-9 handlers, regional recruiters/media coordinators, and breath test operators/inspectors, and may grant temporary special duty pay additives to law enforcement officers who perform additional duties as offshore patrol vessel crew members, special operations group members, honor guard members, and long-term covert investigations.

(h) The Fish and Wildlife Conservation Commission is authorized to grant critical market pay additives to employees residing in and assigned to Lee County, Collier County, Monroe County, Broward County, or Miami-Dade County, at the levels in effect on June 30, 2025. These pay additives shall be granted only during the time in which the employee resides in, and is assigned duties within, these counties. In no instance may the employee receive an adjustment to the employee's base rate of pay and a critical market pay additive based on the employee residing in and being assigned in the specified counties.

(i) The Fish and Wildlife Conservation Commission is authorized to grant an annual allowance of \$10,000 to sworn law enforcement officers residing in and assigned to Lee County, Collier County, Monroe County, Broward County, and Miami-Dade County. An annual allowance of \$5,000 is granted to sworn law enforcement officers residing in and assigned to Franklin County, Glades County, Hardee County, Hendry County, Manatee County, Okeechobee County, Orange County, Osceola County, Palm Beach County, Polk County, and Taylor County. This allowance shall be granted only during the time in which the employee resides in, and is assigned duties within, these counties.

(j) The Fish and Wildlife Conservation Commission may provide a duty officer shift differential pay additive of 10 percent and a midnight shift differential of 15 percent to duty officers who are assigned to work those respective shifts.

(k) The Department of Highway Safety and Motor Vehicles is authorized to grant critical market pay additives to sworn law enforcement officers residing in and assigned to:

1. Lee County, Collier County, or Monroe County, at the levels in effect on June 30, 2025;

2. Hillsborough, Orange, Pinellas, Duval, Marion, and Escambia counties at \$5,000;

3. Alachua, Baker, Brevard, Clay, Charlotte, Flagler, Indian River, Manatee, Martin, Nassau, Osceola, Pasco, Sarasota, Santa Rosa, Seminole, St. Johns, St. Lucie, and Volusia counties at \$5,000.

These critical market pay additives and equivalent salary adjustments may be granted only during the time in which the employee resides in, and is assigned to duties within, those counties. In no instance may the employee receive an adjustment to the employee's base rate of pay and a critical market pay additive based on the employee residing in and being assigned in the specified counties.

(l) The Department of Highway Safety and Motor Vehicles may grant special duties pay additives of \$2,000 for law enforcement officers who perform additional duties as K-9 handlers; felony officers; criminal interdiction officers; criminal investigation and intelligence officers; new recruit background checks and training, and technical support officers; drug recognition experts; hazardous material squad members; compliance investigation squad members; motorcycle squad members; Quick Response Force Team; Honor Guard; or Florida Advanced Investigation and Reconstruction Teams.

(m) The Department of Highway Safety and Motor Vehicles may provide a critical market pay additive of \$1,300 to non-sworn Florida Highway Patrol personnel working and residing in Miami-Dade and Broward counties for class codes 0108, 2236, 6466, 0162, 0045, 3142, and 0004. These critical market pay additives shall be granted only during the time in which the employee resides in, and is assigned to duties within, these counties.

(n) The Department of Highway Safety and Motor Vehicles is authorized to grant a critical market pay additive of \$5,000 to non-sworn Florida Highway Patrol personnel for class codes 8407, 8410 and 8513 working and residing in the following counties: Duval, Nassau, Baker, Clay, St. Johns, Hillsborough, Polk, Pinellas, Manatee, Pasco, Lee, Charlotte, Glades, Hendry, Collier, Miami-Dade, Monroe, Palm Beach, Martin, Broward, Seminole, Orange, Lake, Osceola, and Brevard. This additive shall be granted only during the time in which the employee resides in, and is assigned to duties within, these counties.

(o) The Department of Highway Safety and Motor Vehicles is authorized to grant a critical market pay additive of \$5,000 to Motorist Services personnel for class codes 9000 and 9002 working and residing in Miami-Dade and Broward counties. This additive shall be granted only during the time in which the employee resides in, and is assigned to duties within, those counties. In addition, Motorist Services personnel for class code 9018 with the working class title of Community Outreach Specialist shall also receive a \$5,000 critical market pay additive.

(p) The Department of Highway Safety and Motor Vehicles is authorized to continue to grant a pay additive of \$162.50 per pay period for law enforcement officers assigned to the Office of Commercial Vehicle Enforcement who maintain certification by the Commercial Vehicle Safety Alliance.

(q) The Department of Transportation is authorized to continue its training program for employees in the areas of transportation engineering, right-of-way acquisition, relocation benefits administration, right-of-way property management, real estate appraisal, and business valuation under the current approved guidelines.

(r) The Department of Transportation is authorized to develop and implement a training program for bridge inspectors and surveyors. The training program shall culminate in professional licensure, professional certification, or departmental certification.

(s) The Department of Transportation is authorized to grant a pay additive of \$2.00 per hour for incident management services performed for critical coverage areas on the state highway system during nonstandard work hours, including nights and weekends.

(t) The Department of Corrections may continue to grant hazardous duty pay additives, as necessary, for those employees assigned to the Department of Corrections institutions' Rapid Response Teams (including the baton, shotgun, and chemical agent teams) and the Correctional Emergency Response Teams.

(u) The Department of Corrections may continue to grant a temporary special duties pay additive of up to 10 percent of the employee's base rate of pay for each certified correctional officer (class code 8003); certified correctional officer sergeant (class code 8005); certified correctional officer lieutenant (class code 8011), and certified correctional officer captain (class code 8013). For purposes of determining eligibility for this special pay additive, the term

"certified" means the employee has obtained a correctional mental health certification as provided through the department. To be certified, a correctional officer must:

1. Initially complete 5 courses consisting of a total of 54 hours of instruction taught by a department instructor with a correctional officer behavioral mental health certification through the American Correctional Association;

2. Upon completing that instruction, satisfactorily pass a department examination; and

3. Twice each year satisfactorily complete 16 additional hours of training and an examination, including in the year the correctional officer satisfies (1) and (2). The courses and training must educate correctional officers in identifying symptoms of mental illness in prisoners while helping to foster a safer environment for inmates with mental illness. Such additive may be awarded only during the time the certified officer is employed in an assigned mental health unit post.

(v) The Department of Corrections may continue to grant a one-time \$1,000 hiring bonus to newly-hired correctional officers (class code 8003) who are hired to fill positions at a correctional institution that had a vacancy rate for such positions of more than 10 percent for the preceding calendar quarter. The bonus may not be awarded before the officer obtains his or her correctional officer certification. Current employees and former employees who have had a break in service with the Department of Corrections of 31 days or less are not eligible for this bonus.

(w) The Department of Corrections may continue to grant a one-time \$5,000 hiring and retention bonus for correctional officers at 15 targeted high vacancy correctional facilities. Current employees and former employees who have had a break in service with the Department of Corrections of 31 days or less are not eligible for this bonus.

(x) The Department of Children and Families may grant a temporary special duties pay additive of five percent of the employee's base rate of pay to:

1. All employees in the Human Services Worker I, Human Services Worker II, and Unit Treatment and Rehabilitation Specialist classes - working title Human Services Worker III who work within the living areas at the Northeast Florida State Hospital. Such additive may be awarded only during the time the employees work within those living areas at the Northeast Florida State Hospital.

2. All employees in the Human Services Worker I, Human Services Worker II, and Unit Treatment and Rehabilitation Specialist classes - working title Human Services Worker III who work within the Specialty Care Unit or Medical Services Unit at the Florida State Hospital. Such additive may be awarded only during the time those employees work within the Specialty Care Unit or Medical Services Unit at the Florida State Hospital.

3. All employees in Child Protective Investigator, Senior Child Protective Investigator, and support staff classes who work in a weekend unit. Such additive may be awarded only during the time such employees work in a weekend unit.

4. All Adult Registry Counselors who work in a weekend unit at the Abuse Hotline. Such additive may be awarded only during the time such employees work in a weekend unit.

(y) The Department of Lottery is authorized to provide a critical market pay (CMP) additive of \$1,300 to Lottery personnel working in the following district offices: Hillsborough, Lee, Palm Beach and Miami-Dade. These critical market pay additives shall be granted only during the time the employee resides in, and is assigned duties, within those counties.

(z) The Department of Financial Services may grant temporary special duty pay additives of \$2,000 for law enforcement officers who perform additional duties as K-9 handlers.

(6) COLLECTIVE BARGAINING

All collective bargaining issues at impasse between the State of Florida and, the Florida Fire Service Association, the Police Benevolent

Association, and the Florida State Lodge Fraternal Order of Police related to wages, insurance benefits and other economic issues shall be resolved pursuant to Item "(1) EMPLOYEE AND OFFICER COMPENSATION," Item "(2) SPECIAL PAY ISSUES," Item "(3) BENEFITS: HEALTH, LIFE, AND DISABILITY INSURANCE," Item "(4) OTHER BENEFITS," and Item "(5) PAY ADDITIVES AND OTHER INCENTIVE PROGRAMS," and other legislation enacted to implement this act.

SECTION 9. There is hereby appropriated for Fiscal Year 2024-2025 \$753,996 in nonrecurring funds from the Educational Enhancement Trust Fund to the Department of Education for the projected deficit in the Florida's Bright Futures Scholarship Program. This section is effective upon becoming law.

SECTION 10. The nonrecurring sum of \$9,776,555 from the School District and Community College District Capital Outlay and Debt Service Trust Fund is appropriated as fixed capital outlay to the Department of Education for Fiscal Year 2024-2025. Funds shall be distributed to school districts and community colleges in accordance with section 9, Article XII, of the Florida Constitution. This section is effective upon becoming law.

SECTION 11. There is hereby appropriated for Fiscal Year 2024-2025 \$591,500 in nonrecurring funds from the General Revenue Fund to the Department of Education for the projected deficit in the Effective Access to Student Education Grant. This section is effective upon becoming law.

SECTION 12. There is hereby appropriated for Fiscal Year 2024-2025 \$382,976 in nonrecurring funds from the General Revenue Fund to the Department of Education for the projected deficit in the Benacquisto Scholarship Program. This section is effective upon becoming law.

SECTION 13. There is hereby appropriated for Fiscal Year 2024-2025 \$167,188 in nonrecurring funds from the General Revenue Fund to the Department of Education for the projected deficit in the Scholarship for Children and Spouses of Deceased or Disabled Veterans Program. This section is effective upon becoming law.

SECTION 14. There is hereby appropriated for Fiscal Year 2024-2025 \$16,200,000 in nonrecurring funds from the Federal Rehabilitation Trust Fund to the Department of Education to accommodate a projected increase in spending in the Purchased Client Services category. Any unexpended balance of funds appropriated in this section remaining on June 30, 2025, shall revert and is appropriated for the same purpose for Fiscal Year 2025-2026. This section is effective upon becoming law.

SECTION 15. There is hereby appropriated for Fiscal Year 2024-2025 \$11,000,000 in nonrecurring funds from the Child Care and Development Block Grant Trust Fund to the Department of Education to implement Phase II of the federal Child Care and Development Fund Supplemental Disaster Recovery Grant. Any unexpended balance of funds appropriated in this section remaining on June 30, 2025, shall revert and is appropriated for the same purpose for Fiscal Year 2025-2026. This section is effective upon becoming law.

SECTION 16. The nonrecurring sum of \$200,000 from the General Revenue Fund provided in Specific Appropriation 102A of chapter 2023-239, Laws of Florida, for the Florida School for Competitive Academics shall revert immediately. This section is effective upon becoming law.

SECTION 17. The nonrecurring sum of \$20,000,000 from the General Revenue Fund provided in Specific Appropriation 104 of chapter 2023-239, Laws of Florida, for the Florida School for Competitive Academics shall revert immediately. This section is effective upon becoming law.

SECTION 18. The unexpended balance of funds provided to the Department of Education from the General Revenue Fund for the Educational Enrollment Stabilization Program in section 74 of chapter 2024-231, Laws of Florida, shall revert immediately. This section is effective upon becoming law.

SECTION 19. There is hereby appropriated for Fiscal Year 2024-2025, \$1,380,000 in nonrecurring funds from the General Revenue Fund to Warrington Preparatory Academy for capital outlay improvements to the school campus to ensure students have an environment that supports academic success. This section is effective upon becoming law.

SECTION 20. The unexpended balance of funds provided to the Department



Snapshot of Articles Negotiated for FY 2025-2026

The State of Florida and the Florida State Fire Service Association Fire Service Unit Fiscal Year 2025 – 2026 Collective Bargaining Successor Negotiations

BACKGROUND

In 2024, the membership of the Fire Service Collective Bargaining Unit, represented by the Florida State Fire Service Association (FSFSA), did not ratify the negotiated 2024-2026 Successor Collective Bargaining Agreement. As a result, and because the most recently ratified collective bargaining agreement between the State and the Fire Service Unit-FSFSA has expired, the State and the Union are currently operating under a status quo agreement. This status quo agreement is memorialized for the most part in the provisions of the Fiscal Year 2022-2023 Reopener Agreement, with the exception of Articles 25, 27 and 29, for which issues at impasse were resolved by the Legislature through the 2024 General Appropriations Act and Chapter 2024-231, Laws of Florida. For Fiscal year 2025-2026, all articles are open for negotiations.

SUMMARY OF NEGOTIATION ACTIVITIES AS OF MARCH 4, 2025

The parties tentatively agreed to Status Quo for most articles, with the exception of the following:

Tentative agreement was reached on changes or updates:

Article 25 – Wages

Article 27 – Insurance Benefits (Premiums to Remain Unchanged)

Article 34 – Duration

Statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:

None

REFERENCE

A copy of the current Fire Service Unit “Status Quo” agreement can be found at the following links:

[FSFSA - Fire Service Unit: FY 2024-2025 Imposed Agreement](#)

[FSFSA - Fire Service Unit: Summary of Imposed Provisions FY 2024-2025](#)

Florida State Fire Service Association (FSFSA)
Fire Service Unit - State Personnel System
Current (Status Quo) Agreement Expires June 30, 2025
Status of Collective Bargaining Negotiations as of: March 6, 2025
2025-2026 Successor Negotiations
All Articles are Open for Negotiations
Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
1 - Recognition	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
2 - Gender Reference	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
3 - Vacant	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
4 - No Discrimination	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
5 - Representation Rights	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
6 - Grievance Procedure	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
7 - Disciplinary Action	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
8 - Workforce Reduction	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
9 - Reassignment, Lateral Action, Transfer, Change in Duty Station, Promotion	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
10 - Occupational Profiles/Rules	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
11 - Classification Review	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
12 - Personnel Records	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
13 - Vacant	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
14 - State Vehicles and Vessels	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
15 - Probationary Status	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
16 - Seniority	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
17 - Vacant	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
18 - Leaves of Absence	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
19 - Outside Employment	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
20 - Training and Education	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
21 - Committees	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
22 - Personal Property-Replacement and/or Reimbursement	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
23 - Hours of Work and Overtime	11/12/24: No Proposal. 2/18/25: Status Quo.	11/12/24: No Proposal.	2/20/25: Union tentatively agreed to State's Status Quo Proposal of 2/18/25.
24 - On-Call Assignment, Call-Back, Residency	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
25 - Wages	11/12/24: No Proposal. 2/7/25: The State proposes the following: SECTION 1 – General Pay Provisions Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026. SECTION 2 – Pay Additives The State will administer pay additives	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution is still required.
(continued below)	(continued below)		

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	<p>(continued from above)</p> <p>to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.</p> <p>SECTION 3 – Performance Pay In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.</p>		
(continued below)	(continued below)		

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	(continued from above) SECTION 4 – Competitive Pay Adjustment In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible unit employee’s June 30, 2025, base rate of pay shall be increased by 25 percent.		
26 - Uniforms, Equipment & Awards	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
27 - Insurance Benefits	11/12/24: No Proposal. 2/7/25: The State proposes the following: In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Group Health Insurance Plans shall remain unchanged for Fiscal Year 2025-2026.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution is still required.

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
28 - Travel Expenses	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
29 - Health and Welfare	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
30 - Reimbursements	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
31 - Management Rights	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
32 - Entire Agreement	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
33 - Savings Clause	11/12/24: No Proposal. 2/7/25: Status Quo.	11/12/24: No Proposal.	2/10/25: Union tentatively agreed to State's Status Quo Proposal of 2/7/25.
34 - Duration	11/12/24: No Proposal.	11/12/24: No Proposal.	
(continued below)	(continued below)	(continued below)	

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Fire Service Unit - State Personnel System
Current (Status Quo) Agreement Expires June 30, 2025
Status of Collective Bargaining Negotiations as of: March 6, 2025
2025-2026 Successor Negotiations
All Articles are Open for Negotiations
Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
34 - Duration (continued from above)	<p>(continued from above)</p> <p>2/7/25:</p> <p>The State proposed the following changes:</p> <p>Amend Section 1(A) to read, "This Agreement shall remain in full force and effect through the thirtieth day of June 2026 and during the period of <u>negotiation, whichever is later</u>2023. The state and the Association agree that Article 25—Wages, Article 27—Insurance Benefits and any other three articles within this Agreement that either party desires to reopen shall be subject to negotiations for Fiscal Year 2021-2022 and Fiscal Year 2022-2023. The Agreement may be extended in the manner set forth in the following paragraph."</p> <p>Remove Section 1(C) and creates a new Section 2 - Termination. Adds the paragraph from Section 1(C) to the new Section 2.</p>	<p>(continued from above)</p>	
(continued below)	Renumber the remaining Sections.	(continued below)	

Florida State Fire Service Association (FSFSA)
Fire Service Unit - State Personnel System
Current (Status Quo) Agreement Expires June 30, 2025
Status of Collective Bargaining Negotiations as of: March 6, 2025
2025-2026 Successor Negotiations
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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
34 - Duration (continued from above)		<p>(continued from above)</p> <p>2/11/25:</p> <p>The Union presented a counter proposal (dated 2/10/25). A corrected counterproposal was resubmitted on 2/11/25, to incorporate the State's Proposal of 2/7/25, and to amend the Union's mailing address in the new Section 3 - Notices as follows:</p> <p>"SECTION <u>32</u> – Notices Notices hereunder shall be given by email or U.S. Mail, return-receipt requested, and if by the state shall be addressed to FSFSA Local S-20, <u>2638 Royal Point Drive, Green Cove Springs, Florida, 32043</u>, 3433 Lithia Pinecrest Road #347 Valrico, Florida 33594, and if by FSFSA shall be addressed to the Chief Negotiator, Department of Management Services, 4050 Esplanade Way, Suite 160, Tallahassee, Florida 32399-0950. Either party may, by a like written notice, change the address to which such notice</p>	<p>2/18/25: State tentatively agreed to Union's Counter Proposal of 2/11/25.</p>
(continued below)		(continued below)	

Florida State Fire Service Association (FSFSA)
Fire Service Unit - State Personnel System
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Status of Collective Bargaining Negotiations as of: March 6, 2025
2025-2026 Successor Negotiations
All Articles are Open for Negotiations
Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
34 - Duration (continued from above)		(continued from above) shall be given. Notices shall be considered to have been given as of the date shown on the postmark."	

**There was
Tentative Agreement
Reached on the following
Wage and Insurance
Proposals
(Articles 25 & 27).
However, Legislative Action
is Required.**

Article 25
WAGES

SECTION 1 – General Pay Provisions

Pay shall be in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 2 – Pay Additives

The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 3 – Performance Pay

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.

SECTION 4 – Competitive Pay Adjustment

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible unit employee's June 30, 2025, base rate of pay shall be increased by 25 percent.

For the State



Mike Mattimore
State's Chief Labor Negotiator

2/13/2025
Date

For FSFSA



Michael T. Brennan
President

February 10, 2025
Date

Article 27
INSURANCE BENEFITS

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Group Health Insurance Plans shall remain unchanged for Fiscal Year 2025-2026.

For the State



Mike Mattimore
State's Chief Labor Negotiator

Date

2/13/2025

For FSFSA



Michael T. Brennan
President

Date

February 10, 2025



Snapshot of Articles Negotiated for FY 2025-2026

The State of Florida and the Florida Police Benevolent Association Florida Highway Patrol Unit Fiscal Year 2025-2026 Collective Bargaining Reopener Negotiations

BACKGROUND

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

SUMMARY OF NEGOTIATION ACTIVITIES AS OF MARCH 4, 2025:

The parties reached a tentative agreement on updates to the following articles:

Article 24 – On Call Assignment - Call-Back - Court Appearance
Article 25 – Wages
Article 27 – Insurance Benefits (Premiums to Remain Unchanged)

The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:

Article 13 – Safety
Article 28 – Travel Expenses

REFERENCE

A copy of the current Florida Highway Patrol Unit agreement can be found at the following link:

[PBA-Florida Highway Patrol FY 2023-2026 Successor Agreement \(12-20-2023\)](#)

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
Current Three-Year Agreement Expires June 30, 2026
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
13 – Safety	9/17/24: No Proposal.	9/17/24: The Union proposed the following addition: Section 3 – Consultation The parties agree to form a Safety Committee with an equal number of PBA and employer representatives, to study and minimum standards of safety equipment. The Committee shall conduct research and periodically make recommendations to the state and the agency with regard to such standards including: (A) That all vehicles shall incorporate standard police packages, power windows, rear window defoggers, and heated rearview mirrors; (B) That all 4X4 vehicles be equipped with roll bars;	
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
13 – Safety (continued from above)		<p>(continued from above)</p> <p>(C) That all vehicles shall have a locking gun rack;</p> <p>(D) Use of radios by uniformed personnel not assigned marked vehicles; and</p> <p>(E) Other safety standards for equipment and vehicles</p> <p><u>(F) All matters relating to all new equipment, all new vehicles, all new purchases and all improvements to existing vehicles to enhance safety, training, and other matters relating to safety which affect any and all members within the collective bargaining unit shall go before the safety committee.</u></p>	<p>Union's proposed language ("all matters") is too broad and would encroach on the Agency's authority regarding safety equipment procurement. The Union proposed similar language in 2019 which was rejected for the same reason. The parties were ultimately able to reach agreement on the language currently contained in Article 13 which provided a reasonable and collaborative mechanism to address any safety concerns.</p>
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
13 – Safety (continued from above)		<p>(continued from above)</p> <p>Any purchases of equipment or services based on the Committee’s recommended minimum safety standards shall be consistent with Chapter 287, Florida Statutes, governing the procurement of personal property and services, as well as with other relevant statutes, rules, and policies.</p> <p>The recommendations of the Committee shall be submitted in writing to the Agency Head who shall respond, in writing, with respect to each recommendation. Rejection of any recommendation shall include written explanation for the rejection.</p> <p>The parties agree to execute a Memorandum of Understanding setting forth the composition and schedule for the Committee.</p>	
(continued below)			
13 – Safety (continued from above)	2/7/25: Status Quo.		2/20/25: The State met with the Union to discuss Article 13 - Safety, but no agreement was reached.

Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Articles 13 and 28

(continued below)

Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Articles 13 and 28

(continued below)

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
24 - On-Call Assignment - Call-Back - Court Appearance (continued from above)	2/18/25: State proposed the following proposal changes: (B) If an employee is subpoenaed to appear as a witness in a job-related court case, not during the employee's regularly assigned shift, the employee shall be credited for actual time worked, or a minimum of three (3) two and one-half hours, whichever is greater. At no time will an employee claim more than three (3) two and one-half (2.5) hours for multiple court appearances within the same three (3) two and one-half (2.5) hour period of time. SECTION 5—Court Appearance Pilot for FY-2023-2024 (A) The parties agree to a pilot program to assess the effectiveness and efficiency of managing court appearances pursuant to the provisions below.		2/18/25: Union tentatively agreed to the State proposal of 2/18/25. The revised terms for court appearances permanently adopts the ratified provisions initially negotiated between the parties in the form of a pilot program in Fiscal Year 2021-2022 (as reported to the Legislature on March 18, 2021). An extension of this pilot had also been ratified for Fiscal Year 2022-2023, for purposes of gathering additional documentation on effectiveness and efficiency. Although these new provisions increase the minimum work credit for in-person court appearances from two and one-half hours to three hours, the advent of virtual (remote) court appearances has mitigated the frequency of in-person appearances and the agency's cost analysis did not find that overall payroll costs were significantly impacted.
(continued below)	(continued below)		

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
24 - On-Call Assignment - Call-Back - Court Appearance (continued from above)	(continued from above) (B) An employee who is subpoenaed to appear in person or by virtual or teleconference to provide testimony as a witness in a job-related court case during the employee's regularly assigned shift, including scheduled overtime and Hireback, shall return to duty once they are released by the court to complete their assigned shift while being credited for actual time worked, pursuant to Rule 60L-34.0071(3)(b)2., F.A.C. (C) An employee who is subpoenaed to appear in person to provide testimony as a witness in a job-related court case not during the employee's regularly assigned shift shall be entitled to a minimum of three (3) hours or actual time worked, whichever is greater. At no time will an employee claim more than three (3) hours for multiple court appearances within the same three (3) hour period of time		
(continued below)	(continued below)		

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
24 - On-Call Assignment - Call-Back - Court Appearance (continued from above)	<p>(continued from above)</p> <p>(D) An employee who is subpoenaed to appear remotely by virtual or teleconference to provide testimony as a witness in a job-related court case not during the employee's regularly assigned shift shall be entitled to a minimum of one and one-half (1.5) hours or actual time worked, whichever is greater. At no time will an employee claim more than one and one-half (1.5) hours for multiple court appearances within the same one and one-half (1.5) hour period of time.</p> <p>(E) For the period of the Court Appearance Pilot, Section 4 does not apply. (F) The Court Appearance Pilot expires on June 30, 2024, and the contract provisions related to court appearances revert to Section 4.</p>		

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages	2/7/25 - No Proposal.	9/17/24 The Union proposed the following changes and new language;	<p>The Union cited s. 319.32(5)(a)F.S. as a funding source for their wage proposal. They suggested that the residual balance generated by the following statutory provision go directly to FHP rather than the General Revenue fund.</p> <p>Fees; service charges; disposition. - <i>(5)(a) "Forty-seven dollars of each fee collected, except for fees charged on a certificate of title for motor vehicle for hire registered under s. 320.08(6), for each applicable original certificate of title and each applicable duplicate copy of a certificate if title shall be deposited into the State of Transportation Trust Fund.</i></p>
(continued below)			(continued below)

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)			(continued from above)
		Section 3 – Performance Pay	Deposits to the State Transportation Trust Fund pursuant to this paragraph may not exceed \$200 million in any fiscal year, and from any collections in excess of that amount during the fiscal year, the first \$30 million collected shall be deposited into the Highway Safety Operating Trust Fund, and any remaining collections shall be paid into the General Revenue Fund."
		In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2024-2025-2025-2026 , contingent upon the availability of funds and at the Agency Head's discretion , 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.	OPB Cost Analysis: Indeterminate
			Contingent on the availability of funds and the Agency Head's discretion which is unknown as this time.
			Deleting this language is not feasible, given that pursuant to the General Appropriations Act merit pay is contingent on availability of funds from the Agency's existing resources.
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		<p>(continued from above)</p> <p>Section 4 - Inflation Pay Adjustment</p> <p>In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each employee's June 30, 2025, base rate of pay shall be increased by the greater of 3.0 percent or \$1000 to provide a competitive pay adjustment of all eligible unit members <u>\$13,000 per bargaining unit member to address rising inflation.</u> The inflation pay adjustment shall be made before any other adjustments.</p> <p><u>Section 5 - Other Pay Adjustments</u></p> <p><u>In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2025-2026. General (sic), the minimum annual base rate of pay for each eligible unit employee shall be \$67,075 for the Rank of Trooper.</u></p>	<p>OPB Cost Analysis:</p> <p>\$32.7M - Calculation is based on increasing the minimum base rate of pay by 13,000 for 1,793 FTE of CBU 12 for 12 months. The new base was calculated for applicable employees using People First data as of September 2024 transferred into LAS/PBS was the source for the calculation. Includes all positions, both filled and vacant. This amount includes retirement/FICA impacts.</p> <p>\$13.9 M - Calculation is based on increasing the minimum base rate of pay to \$67,075 for members of the bargaining unit ranked as a Trooper (class code 8030), which included 1,380 FTE of CBU 12.</p> <p>The Union proposed new minimum annual base rate of pay is a 24% adjustment to the current starting pay of \$54,075.</p>
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)			(continued from above)
(continued below)			The new base was calculated for applicable employees using People First data as of September 2024 transferred into LAS/PBS as the source for the data. Includes all positions, both filled and vacant. This amount includes retirement/FICA.

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) Section 6 - Critical Market Pay The Department of Highway Safety and Motor Vehicles is authorized to grant Critical Market Pay additives to sworn law enforcement officers residing in and assigned to: 1.Monroe County will receive \$15,000 per year. 2.The following Counties will receive \$10,000 per year: a.Lee b.Collier c.Hillsborough d.Orange e.Pinellas f.Duval g.Marion h.Escambia i.Alachua	\$16.8 M - Calculation is based on 1,793 FTE of CBU 12 that met the criteria for the Florida Highway Patrol Critical Market Pay additive for sworn law enforcement officers that reside in and are assigned to the following counties: Monroe, Lee, Collier, Hillsborough, Orange, Pinellas, Duval, Marion, Escambia, Alachua, Baker, Clay, Charlotte, Flagler, Indian River, Santa Rosa, Manatee, Martin, Nassau, Okaloosa, Pasco, Sarasota, Seminole, St, Johns, St. Lucie, Volusia, Miami-Dade, Palm Beach, Broward, Osceola, Walton, Holmes, Washington, Bay, Jackson, Calhoun, Gulf, Gadsden, Liberty, Franklin, Leon, Wakulla, Jefferson, Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Columbia, Gilchrist, Levy, Union, Bradford, Putnam, Citrus, Sumter, Lake, Hernando, Polk, Brevard, Hardee, Desoto, Highlands, Okeechobee, Glades, and Hendry counties. (continued below)
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) j.Baker k.Clay l.Charlotte m.Flagler n.Indian River o.Santa Rosa p.Manatee q.Martin r.Nassau s.Osceola t.Pasco u.Sarasota v.Seminole w.St. Johns x.St. Lucia y.Volusia z.Miami-Dade aa.Palm Beach bb.Broward	(continued from above) People First data was used for physical county and home county as the source of the calculation. The Union's Critical Market Pay proposals are modeled on current language in the General Appropriation's Act. The Union indicated that their proposed increased amounts were calculated based on what it would take for a member to afford a reasonably priced residence (house or rental property).
(continued below)		(continued below)	

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) 3.The following Counties will receive \$7,500 per year: a.Okaloosa b.Walton c.Holmes d.Washington e.Bay f.Jackson g.Calhoun h.Gulf i.Gadsden j.Liberty k.Franklin l.Leon m.Wakulla n.Jefferson o.Madison p.Taylor q.Hampton r.Suwannee s.Lafayette	
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) t.Dixie u.Columbia v.Gilchrist w.Levy x.Union y.Bradford z.Putnam aa.Citrus bb.Sumter cc.Lake dd.Hernando ee.Polk ff.Brevard gg.Hardy hh.Desoto ii.Highlands jj.Okeechobee kk.Glades ll.Hendry	
(continued below)		(continued below)	

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		<p>(continued from above)</p> <p>These critical market pay additives and equivalent salary adjustments may be granted only during the time in which the employee resides in, and is assigned to duties within, those counties.</p> <p>The Department of Highway Safety and Motor Vehicles may grant special duties pay additives of \$5,000 for law enforcement officers who perform additional duties as K-9 handlers, felony officers, criminal interdiction officers, criminal investigation and intelligence officers (BCII), Commerical Vehicle Enforcement Officers (CVE), Agency Inspector, and Peer Counselors, new recruit background checks and training, and technical support officers, drug recognition experts, hazardous material squad members, compliance investigation squad members, motorcycle squad members,</p> <p>(continued below)</p>	OPB Cost Analysis: Indeterminate
(continued below)			

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		<p>(continued from above)</p> <p>....Quick Response Force Team, Honor Guard, or Florida Advanced Investigation, Reconstruction Teams and High Liability Instructors (Driving, Firearms, Defensive Tactics, Agency Inspector and First Aid). Bargaining unit members will be compensated for up to a maximum of two (2) pay additives from this section. Bargaining unit members must be active in the discipline they are receiving compensation for under this paragraph.</p> <p>Section 7 - Veteran's Compensation</p> <p>Any bargaining unit member who is a United States Veteran military veteran shall be compensated at two hundred dollars (\$200) per month. This amount shall be stipend added to the bargaining unit member's monthly pay.</p>	<p>OPB Cost Analysis: Indeterminate</p> <p>Union clarified that veteran would be defined the same as it is for veterans' preference.</p>
(continued below)			

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	2/7/25: The state presented their proposal: SECTION 1 – General Pay Provisions Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026. SECTION 2 – Pay Additives The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.		2/18/25: Union tentatively agreed to the State proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution action is still required.
(continued below)	(continued below)		

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	(continued from above) SECTION 3 – Performance Pay In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head’s discretion, each agency is authorized to grant merit pay increases based on the employee’s performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.		

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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	(continued from above) SECTION 4 – Competitive Pay Adjustment In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 25 percent.		
(continued below)	(continued below)		

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
Current Three-Year Agreement Expires June 30, 2026
Status of Collective Bargaining Negotiations as of: March 6, 2025
Fiscal Year 2025-2026 Reopener Agreement Negotiations
Negotiations are limited to 3 Articles plus Wages and Insurance Benefits

Shaded = Tentative Agreement or Withdrawn

Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	(continued from above) For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s): Entry Level: Florida Highway Patrol Trooper (8030) Non-Entry Level: (1) Florida Highway Patrol Sergeant (8031) (2) Florida Highway Patrol Pilot I (8032) (3) Florida Highway Patrol Pilot II (8033) (4) Florida Highway Patrol Corporal (8034) (5) Florida Highway Patrol Investigator Sergeant (8035)		
27 - Insurance Benefits	9/17/24: No Proposal.	9/17/24: The Union proposed continuation of existing provisions.	

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
27 - Insurance Benefits	<p>2/7/25:</p> <p>State presented their proposal:</p> <p>SECTION 1 – State Employees Group Insurance Program</p> <p>In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.</p> <p>SECTION 2 – Death In-Line-Of-Duty Benefits</p> <p>(A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes.</p> <p>(B) Education benefits will be as provided in section 112.19, Florida Statutes.</p>		<p>2/18/25: Union tentatively agreed to the State proposal of 2/7/25.</p> <p>Although the Union tentatively agreed, Legislative resolution action is still required.</p>
(continued below)	(continued below)		

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
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Shaded = Tentative Agreement or Withdrawn

Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
27 - Insurance Benefits (continued from above)	(continued from above) (C) State Employees Group Health Plans premium for the employee's surviving spouse and children will be as provided in section 110.123, Florida Statutes. (D) Any complaint or claim by an employee or the PBA concerning this Section shall not be subject to the Grievance Procedure of this Agreement.		

Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Articles 13 and 28

(continued below)

Florida Police Benevolent Association (PBA)
Florida Highway Patrol Unit - State Personnel System
Current Three-Year Agreement Expires June 30, 2026
Status of Collective Bargaining Negotiations as of: March 6, 2025
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Impasse Articles to be Resolved: Articles 13 and 28

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
28 - Travel Expenses	2/07/25: Status Quo.		2/20/25: The State met with the Union to discuss Article 28 - Travel Expenses, but no agreement was reached.

Article 13
SAFETY

SECTION 1 – Vehicle Safety

Vehicles used by employees, whether issued to the employee or not, shall be maintained in safe operating condition by the state.

SECTION 2 – Firearms Safety

In order to promote safety in the use of firearms by employees, the state will guarantee that each employee is allowed to fire his weapon in an approved Standards and Training Course at least once every six months, at no cost to employee. Such training shall be for the purpose of familiarization in the use of firearms.

SECTION 3 – Consultation

The parties agree to form a Safety Committee with an equal number of PBA and employer representatives, to study and recommend minimum standards of safety equipment. The Committee shall conduct research and periodically make recommendations to the state and the agency with regard to such standards including:

- (A) That all vehicles shall incorporate standard police packages, power windows, rear window defoggers, and heated rearview mirrors;
- (B) That all 4X4 vehicles be equipped with roll bars;
- (C) That all vehicles shall have a locking gun rack;
- (D) Use of radios by uniformed personnel not assigned marked vehicles; and
- (E) Other safety standards for equipment and vehicles

For the State

For the PBA

Mike Mattimore
State's Chief Labor Negotiator

George Corwine
Chief Negotiator, Florida PBA

Date

Date

Any purchases of equipment or services based on the Committee’s recommended minimum safety standards shall be consistent with Chapter 287, Florida Statutes, governing the procurement of personal property and services, as well as with other relevant statutes, rules, and policies.

The recommendations of the Committee shall be submitted in writing to the Agency Head who shall respond, in writing, with respect to each recommendation. Rejection of any recommendation shall include written explanation for the rejection.

The parties agree to execute a Memorandum of Understanding setting forth the composition and schedule for the Committee.

For the State

Mike Mattimore
State’s Chief Labor Negotiator

Date

For the PBA

George Corwine
Chief Negotiator, Florida PBA

Date

Article 13
SAFETY

SECTION 1 – Vehicle and Equipment

Vehicles and equipment used by employees, whether issued to the employee or not, shall be maintained in safe operating condition by the state.

SECTION 2 – Firearms Safety

In order to promote safety in the use of firearms by employees, the state will guarantee that each employee is allowed to fire his weapon in an approved Standards and Training Course at least once every six months, at no cost to employee. Such training shall be for the purpose of familiarization in the use of firearms.

SECTION 3 – Consultation

The parties agree to form a Safety Committee with an equal number of PBA and employer representatives, to study and recommend the purchase and maintenance of minimal standards of safety equipment. The Committee shall conduct research and periodically make recommendations to the state and/or appropriate agencies with regard to:

- (A) That all vehicles shall incorporate standard police packages, power windows, rear window defoggers, and heated rearview mirrors;
- (B) That all 4X4 vehicles be equipped with roll bars;
- (C) That all vehicles shall have a locking gun rack;
- (D) Use of radios by uniformed personnel not assigned marked vehicles;
- (E) Other safety standards for equipment and vehicles.

For the State

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date

34 (F) All matters relating to all new equipment, all new vehicles, all new
35 purchases and all improvements to existing vehicles to enhance safety,
36 training, and other matters relating to safety which affect any and all
37 members within the collective bargaining unit shall go before the safety
38 committee.
39

40 The recommendations of the Committee shall be submitted in writing to the appropriate
41 agency head who shall respond, in writing, with respect to each recommendation. Rejection
42 of any recommendation shall include written justification for the rejection.
43

44 The parties agree to execute a Memorandum of Understanding setting forth the composition
45 and schedule for the Committee.

For the State

Michael Mattimore
State’s Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA’s Chief Labor Negotiator

Date

Article 28
TRAVEL EXPENSES

SECTION 1 – Payment of Travel Vouchers

Travel expenses shall be paid for authorized travel on state business in the manner and amounts as provided in section 112.061, F.S. The state will make a good faith effort to pay travel vouchers within 30 days after they have been properly submitted. Vouchers are considered submitted when the employee submits them to the person or office designated by the agency to receive such vouchers.

SECTION 2– Emergency Travel

(A) When an emergency, such as a hurricane, arises that requires the agency to temporarily assign employees with less than 48 hours’ notice, the agency will make a good faith effort to officially notify employees of the temporary assignment. Such notification may be in person, by telephone, by radio, or in writing.

(B) When an emergency arises requiring temporary personnel assignment with less than 48 hours’ notice, the state agrees to make the necessary payment to the vendor for lodging for such employees. The employee shall have no responsibility to make such payments to the vendor. Travel vouchers will be submitted as required in Section 1 above.

SECTION 3 – Mileage Allowance

The state agrees to seek continued funding to provide for the payment of a mileage allowance for the use of privately owned vehicles for official travel at the rate provided in section 112.061(7)(d)1., F.S.

For the State

For the PBA

Mike Mattimore
State’s Chief Labor Negotiator

George Corwine
Chief Negotiator, Florida PBA

Date

Date

Article 28
TRAVEL EXPENSES

SECTION 1 – Payment of Travel Vouchers

Travel expenses shall be paid for authorized travel on state business in the manner and amounts as provided in section 112.061, F.S. The state will make a good faith effort to pay travel vouchers within 30 days after they have been properly submitted. Vouchers are considered submitted when the employee submits them to the person or office designated by the agency to receive such vouchers.

SECTION 2 – Emergency Travel

(A) When an emergency, such as a hurricane, arises that requires the agency to temporarily assign employees with less than 48 hours' notice, the agency will make a good faith effort to officially notify employees of the temporary assignment. Such notification may be in person, by telephone, by radio, or in writing.

(B) When an emergency arises requiring temporary personnel assignment with less than 48 hours' notice, the state agrees to make the necessary payment to the vendor for lodging for such employees. The employee shall have no responsibility to make such payments to the vendor. Travel vouchers will be submitted as required in Section 1 above.

SECTION 3 – Executive Order Travel

Any executive order travel which is required due to a deployment shall automatically add a stipend to the bargaining unit member in addition to any statutory per diem allowance. The stipend shall follow the following schedule:

(A) In State Travel - \$45 per day

(B) Out of State Travel - \$65 per day

For the State of Florida

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date

SECTION 3 4 – Mileage Allowance

The state agrees to seek continued funding to provide for the payment of a mileage allowance for the use of privately owned vehicles for official travel at the rate provided in section 112.061(7)(d)1., F.S.

For the State of Florida

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date

**There was
Tentative Agreement
Reached on the following
Wage and Insurance
Proposals
(Articles 25 & 27).
However, Legislative Action
is Required.**

Article 25
WAGES

SECTION 1 – General Pay Provisions

Pay shall be in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 2 – Pay Additives

The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 3 – Performance Pay

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.

SECTION 4 – Competitive Pay Adjustment


In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 25 percent.

For the State


Mike Mattimore
State's Chief Labor Negotiator

February 19, 2025
Date

For PBA


George Corwine
Chief Negotiator

February 18, 2025
Date

For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s):

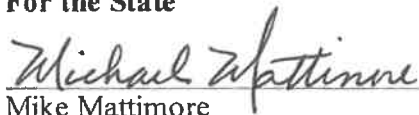
Entry Level:

- (1) Florida Highway Patrol Trooper (8030)

Non-Entry Level:

- (1) Florida Highway Patrol Sergeant (8031)
- (2) Florida Highway Patrol Pilot I (8032)
- (3) Florida Highway Patrol Pilot II (8033)
- (4) Florida Highway Patrol Corporal (8034)
- (5) Florida Highway Patrol Investigator Sergeant (8035)

For the State



Mike Mattimore
State's Chief Labor Negotiator

February 19, 2025
Date

For PBA



George Corwine
Chief Negotiator

February 18, 2025
Date

Article 27
INSURANCE BENEFITS

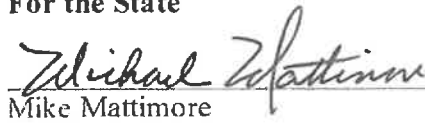
SECTION 1 -- State Employees Group Insurance Program

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.

SECTION 2 -- Death In-Line-Of-Duty Benefits

- (A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes.
- (B) Education benefits will be as provided in section 112.19, Florida Statutes.
- (C) State Employees Group Health Plans premium for the employee's surviving spouse and children will be as provided in section 110.123, Florida Statutes.
- (D) Any complaint or claim by an employee or the PBA concerning this Section shall not be subject to the Grievance Procedure of this Agreement.

For the State


Mike Mattimore

State's Chief Labor Negotiator

February 19, 2025
Date

For PBA


George Corwine
Chief Negotiator

February 18, 2025
Date



Snapshot of Articles Negotiated for FY 2025-2026

The State of Florida and the Florida Police Benevolent Association Law Enforcement Unit Fiscal Year 2025-2026 Collective Bargaining Reopener Negotiations

BACKGROUND

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

SUMMARY OF NEGOTIATION ACTIVITIES AS OF MARCH 4, 2025:

The parties reached a tentative agreement on Status Quo or updates to the following articles:

Article 17 – Grooming Standards
Article 24 – On Call Assignment - Call-Back - Court Appearance (Status Quo)
Article 25 – Wages
Article 27 – Insurance Benefits (Premiums to Remain Unchanged)
Article 28 – Travel Expenses (Status Quo)

The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:

None

REFERENCE

A copy of the current Law Enforcement Unit agreement can be found at the following link:

[PBA-Law Enforcement Unit FY 2023-2026 Successor Agreement \(12-20-2023\)](#)

Florida Police Benevolent Association (PBA)
Law Enforcement Unit - State Personnel System
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
17 – Grooming Standards	9/17/24: No Proposal.	9/17/24 Section 1 – Haircuts Haircuts will conform to the following standards: (A) Hair on top of the head will be neatly groomed. The length or bulk of the hair will not be excessive or present a ragged, unkempt appearance. When combed, it will not fall over the ears or eyebrows, or touch the collar, except for the closely cut hair at the back of the neck. The hair of uniformed female members may touch the shirt collar but not fall below the collar's edge and may cover a portion of the ear. Long hair must be worn up in a neat, stylish manner that permits the wearing of the hat. Conspicuous barrettes, pins, or combs will not be worn.	
(continued below)		(continued below)	

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
17 – Grooming Standards (continued from above)		<p>(continued from above)</p> <p>B) If an employee desires to wear sideburns, they will be neatly trimmed. The base will be a clean-shaven horizontal line. Sideburns will not extend downward beyond the lowest part of the exterior ear opening.</p> <p>C) The face will be clean-shaven, except that If a mustache is worn it will be kept neatly trimmed and tidy. No portion extending beyond the corners of the mouth will fall below a line parallel with the bottom of the lower lip. <u>Agencies may permit full facial hair (beards, goatees, etc.), but all facial hair will be neatly trimmed.</u></p>	<p>It was noted during negotiations that some law enforcement agencies allow beards. Subsequently, FWC confirmed that their internal policy sets grooming standards for both beards and goatees. Consequently, agencies do not object to permissive language in the Agreement (acknowledging the agencies may permit beards and/or goatees, subject to their respective standards).</p>
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
17 – Grooming Standards (continued from above)	(continued from above) 2/7/25: State presented their proposal: SECTION 1 – Haircuts <u>and Facial Hair</u> Haircuts <u>and facial hair</u> will conform to the following standards: <u>(B) Agencies may permit full facial hair (beards, goatees, etc.) but all facial hair will be neatly trimmed in accordance with the respective agency’s grooming standards and policies.</u>		2/10/25: Union tentatively agreed to the State proposal of 2/7/25.

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
24 – On-Call Assignment – Call-Back – Court Appearance	9/17/24: No Proposal.	9/17/24 The union proposed the following language: SECTION 4 – Court Appearances (A) An employee who is subpoenaed to appear in person or by virtual or teleconference to provide testimony as a witness in a job-related court case during the employee's regularly assigned shift, including scheduled overtime and Hireback, shall return to duty once they are released by the court to complete their assigned shift while being credited for actual time worked, pursuant to Rule 60L-34.0071(3)(b)2., F.A.C.	
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
24 – On-Call Assignment – Call-Back – Court Appearance (continued from above)		(continued from above) (B) If an employee is subpoenaed to appear as a witness in a job-related court case, not during the employee's regularly assigned shift, the employee shall be credited for actual time worked, or a minimum of two and one-half hours <u>three (3)</u> , whichever is greater. At no time will an employee claim more than two and one-half (2.5) <u>three (3)</u> hours for multiple court appearances within the same two and one-half (2.5) <u>three (3)</u> hour period of time.	The Union did not present data or a business case for why the minimum number of hours for court appearances should be increased for these unit members.
(continued below)			
24 – On-Call Assignment – Call-Back – Court Appearance (continued from above)	2/7/25: Status Quo.		2/10/25: Union tentatively agreed to the State proposal of 2/7/25.

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages	9/17/24: No Proposal.	9/17/24 The union proposed the following language: SECTION 1 – General Pay Provisions Pay shall be in accordance with the authority provided in the Fiscal Year Fiscal Year 2024-2025 <u>2025-2026</u> General Appropriations Act. SECTION 2 – Pay Additives The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and Section 8 of the Fiscal Year 2024-2025 <u>2025-2026</u> General Appropriations Act. (continued below)	OPB Cost Analysis: Indeterminate
(continued below)			

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above)	
		Section 3 – Performance Pay	OPB Cost Analysis: Indeterminate
		"In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2024-2025 2025-2026 , contingent upon the availability of funds and at the Agency Head's discretion, 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."	Deleting this language is not feasible, given that merit pay is contingent on availability of funds from the Agency's existing resources, pursuant to the General Appropriations Act.
(continued below)		(continued below)	

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) "Section 4 - Inflation and Competitive Pay Adjustment" "In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2024-2025 <u>2025-2026</u> , effective July 1, 2024 2025 , each eligible employee's June 30, 2024 2025 , base rate of pay shall be increased by 5.38 <u>percent \$13,000 per bargaining unit member</u> to address rising inflation. This inflation pay adjustment shall be made before any other adjustments."	OPB Cost Analysis: \$22.3M - Calculation is based on increasing the minimum base rate of pay by 13,000 for 1,446 FTE of CBU 06 for 12 months. The new base was calculated for applicable employees using People First data as of October 2024 transferred into LAS/PBS was the source for the calculation. Includes all positions, both filled and vacant. This amount includes retirement/FICA impacts.
(continued below)		(continued below)	

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) "Section 5 - Other Pay Provisions" "In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2024-2025, 2025-2026 effective July 1, 2024, the minimum annual base rate of pay for each eligible unit employee shall be \$54,075-\$67,075." "Section 6 - Critical Market Pay" "Each Agency governed by his Agreement shall grant Critical Market Pay additives to sworn law enforcement officers residing in and assigned to:	\$16.1M - Calculation is based on increasing the minimum base rate of pay to \$67,075 for members of the bargaining unit which included 1,446 FTE of CBU 06. The new base was calculated for applicable employees using People First data as of October 2024 transferred into LAS/PBS as the source for the data. Includes all positions, both filled and vacant. This amount includes retirement/FICA. \$14.7M - Calculation is based on 1,446 FTE of CBU 06 that met the criteria for law enforcement officers in the bargaining unit that reside in and are assigned to the following counties: Monroe, Lee, Collier, Hillsborough, Orange, Pinellas, Duval, Marion, Escambia, Alachua, Baker, Clay, Charlotte, Flagler, Indian River, Santa Rosa, Manatee, Martin, Nassau, Okaloosa, Pasco, Sarasota, Seminole, St. Johns, St. Lucie,
(continued below)		(continued below)	(continued below)

Florida Police Benevolent Association (PBA)
Law Enforcement Unit - State Personnel System
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25-Wages (continued from above)		(continued from above) 1. Monroe County will receive \$15,000 per year. 2. All other counties may be granted \$10,000 per year based on Agency's determination of their critical market counties. These critical markets pay additives and equivalent salary adjustments may be granted only during the time in which the employee resides in, and is assigned to duties within, those counties." (continued below)	(continued from above) Volusia, Miami-Dade, Palm Beach, Broward, Osceola, Walton, Holmes, Washington, Bay, Jackson, Calhoun, Gulf, Gadsden, Liberty, Franklin, Leon, Wakulla, Jefferson, Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Columbia, Gilchrist, Levy, Union, Bradford, Putnam, Citrus, Sumter, Lake, Hernando, Polk, Brevard, Hardee, Desoto, Highlands, Okeechobee, Glades, and Hendry counties. People First data was used for physical county and home county as the source of the calculation.
25- Wages (continued from above)		(continued from above) "Section 7- Specialty Unit Pay" "Any bargaining unit member who is assigned to a specialty unit or team shall have a ten percent (10%) pay additive added to their base salary while assigned to that unit or team." (continued below)	OPB Cost Analysis: Indeterminate

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above)	
		"Section 8 - Veteran's Compensation"	OPB Cost Analysis: Indeterminate
		"Any bargaining unit member who is a United States Veteran military veteran shall be compensated at two hundred dollars (\$200) per month. This amount shall be stipend added to the bargaining unit member's monthly pay."	Union clarified that veteran would be defined the same as it is for veteran preference.
(continued below)			

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25- Wages (continued from above)	2/7/25: State presented their proposal: SECTION 1 – General Pay Provisions Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026. SECTION 2 – Pay Additives The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.		2/10/25: Union tentatively agreed to the State proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution action is still required.
(continued below)	(continued below)		

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25- Wages (continued from above)	(continued from above) SECTION 3 – Performance Pay In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head’s discretion, each agency is authorized to grant merit pay increases based on the employee’s performance rating of at least commendable, as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.		
(continued below)	(continued below)		

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25- Wages (continued from above)	(continued from above) SECTION 4 – Competitive Pay Adjustment In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 25 percent.		
(continued below)	(continued below)		

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25- Wages (continued from above)	(continued from above) For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s): Entry Level: (1) Law Enforcement Officer (8515) (2) Law Enforcement Airplane Pilot I (8532) (3) Law Enforcement Investigator I (8540) Non-Entry Level: (1) Law Enforcement Investigator II (8541) (2) Law Enforcement Corporal (8517) (3) Law Enforcement Sergeant (8519) (4) Law Enforcement Airplane Pilot II (8534)		

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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
27 - Insurance Benefits (continued below)	9/17/24: No Proposal. (continued below)	9/17/24 The Union proposed continuation of existing provisions.	
27- Insurance Benefits (continued from above) (continued below)	(continued from above) 2/7/25: State presented their proposal: SECTION 1- State Employees Group Insurance Program In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Insurance Plans shall remain unchanged for Fiscal Year 2025-2026. (continued below)		2/10/25: Union tentatively agreed to the State proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution action is still required.

Florida Police Benevolent Association (PBA)
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Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
27- Insurance Benefits (continued from above)	(continued from above) SECTION 2- Death In-Line-Of-Duty Benefits (A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes. (B) Education benefits will be as provided in section 112.19, Florida Statutes. (C) State Employees Group Health Self-Insurance Plan premium for the employee's surviving spouse and children will be as provided in section 110.123, Florida Statutes. (D) Any complaint or claim by an employee or the PBA concerning this Section shall not be subject to the Grievance Procedure of the Agreement.		

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
28 - Travel Expenses (continued from above)	9/17/24: No Proposal.	(continued from above) Section 2 - Emergency Travel "(A) When an emergency, such as a hurricane, arises that requires the agency to temporarily assign employees with less than 48 hours' notice, the agency will make a good faith effort to officially notify employees of the temporary assignment. Such notification may be in person, by telephone, by radio, or in writing. (B) "When an emergency arises requiring temporary personnel assignment with less than 48 hours' notice, the state agrees to make the necessary payment to the vendor for lodging for such employees. The employee shall have no responsibility to make such payments to the vendor. Travel vouchers will be submitted as required in Section 1 above." (continued below)	
(continued below)			

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
28 - Travel Expenses (continued from above)		<p>(continued from above)</p> <p>9/17/24</p> <p><u>"Section 3 - Executive Order Travel"</u></p> <p><u>"Any executive order travel which is required due to a deployment shall automatically add a stipend to the bargaining unit member in addition to any statutory per diem allowance. The stipend shall follow the following schedule:</u></p> <p><u>(A) In State Travel - \$45 per day</u></p> <p><u>(B) Out of State Travel - \$65 per day"</u></p> <p><u>Section 3 4 - Mileage Allowance</u></p> <p>The state agrees to seek continued funding to provide for the payment of a mileage allowance for the use of privately owned vehicles for official travel at the rate provided in section 112.061(7)(d)1., F.S.</p>	<p>The Union did not provide information regarding specific travel expenses that these unit members are incurring without being reimbursed or adequately reimbursed. The fiscal aspects of this proposal could not be implemented without additional statutory or GAA authorization with regard to stipends or a higher per diem or daily subsistence allowance when travel is due to emergency conditions.</p>
(continued from below)			

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: None

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
28 - Travel Expenses (continued from above)	(continued from above) 2/7/25: Status Quo.		2/10/25: Union tentatively agreed to the State proposal of 2/7/25

**There was
Tentative Agreement
Reached on the following
Wage and Insurance
Proposals
(Articles 25 & 27).
However, Legislative Action
is Required.**

Article 25
WAGES

SECTION 1 – General Pay Provisions

Pay shall be in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 2 – Pay Additives

The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.


SECTION 3 – Performance Pay

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable, as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.

SECTION 4 – Competitive Pay Adjustment

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 25 percent.

For the State


Mike Mattimore
State's Chief Labor Negotiator

For PBA


George Corwine
Chief Negotiator

February 18, 2025
Date

Feb 10th, 2025
Date

For the purposes of this competitive pay adjustment, "entry and non-entry level sworn law enforcement officer" means an employee in the following classification(s):

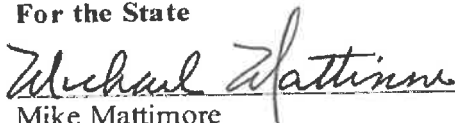
Entry Level:

- (1) Law Enforcement Officer (8515)
- (2) Law Enforcement Airplane Pilot I (8532)
- (3) Law Enforcement Investigator I (8540)

Non-Entry Level:

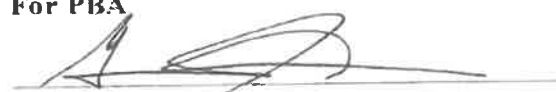
- (1) Law Enforcement Investigator II (8541)
- (2) Law Enforcement Corporal (8517)
- (3) Law Enforcement Sergeant (8519)
- (4) Law Enforcement Airplane Pilot II (8534)

For the State


Mike Mattimore
State's Chief Labor Negotiator

February 18, 2025
Date

For PBA


George Corwine
Chief Negotiator

Feb 10th, 2025
Date

Article 27
INSURANCE BENEFITS


SECTION 1- State Employees Group Insurance Program

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Insurance Plans shall remain unchanged for Fiscal Year 2025-2026.

SECTION 2- Death In-Line-Of-Duty Benefits


- (A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes.
- (B) Education benefits will be as provided in section 112.19, Florida Statutes.
- (C) State Employees Group Health Self-Insurance Plan premium for the employee's surviving spouse and children will be as provided in section 110.123, Florida Statutes.
- (D) Any complaint or claim by an employee or the PBA concerning this Section shall not be subject to the Grievance Procedure of the Agreement.

For the State


Mike Mattimore
State's Chief Labor Negotiator

February 18, 2025
Date

For PBA


George J. Corwine
Chief Labor Negotiator, Florida PBA

Feb 10th, 2025
Date



Snapshot of Articles Negotiated for FY 2025-2026

The State of Florida and the Florida State Lodge Fraternal Order of Police Special Agent Unit Fiscal Year 2025-2026 Collective Bargaining Reopener Negotiations

BACKGROUND

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

SUMMARY OF NEGOTIATION ACTIVITIES AS OF MARCH 4, 2025

The parties reached tentative agreement on changes or updates to the following articles:

Article 21 – Compensation for Temporary Special Duty in Higher Level Position
Article 25 – Wages
Article 27 – Insurance Benefits (Premiums to Remain Unchanged)

The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:

Article 23 – Workday, Workweek and Overtime
Article 26 – Equipment and Service Awards

REFERENCE

A copy of the current Special Agent Unit agreement can be found at the following link:

[FOP - Special Agents Unit: FY 2024 - 2025 Reopener Agreement](#)

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
21 - Compensation for Temporary Special Duty in Higher Level Position	11/13/24: No Proposal.	11/13/24: The Union proposed the following change to Section 1 - Eligibility: "Each time an employee is officially designated by the appropriate supervisor to act in an established position in a higher broadband level than the employee's current broadband level, and performs a major portion of the duties of the higher level position, irrespective of whether the higher level position is funded, for more than 22 <u>10</u> workdays within any six consecutive months, the employee shall be eligible to receive a temporary special duty additive in accordance with Rule 60L-32, F.A.C., effective the first day of performing such duties."	11/13/24: FDLE advises that based on agency practice there is rationale for reducing the number of workdays. However, changing to a consecutive day approval is more administratively practical.
	2/7/25: The State presented a counter proposal to Section 1 - Eligibility as follows:		2/10/25: Union tentatively agreed to State's Counter Proposal of 2/7/25.
(continued below)	(continued below)		

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Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
21 - Compensation for Temporary Special Duty in Higher Level Position (continued from above)	(continued from above) "Each time an employee is officially designated by the appropriate supervisor to act in an established position in a higher broadband level than the employee's current broadband level, and performs a major portion of the duties of the higher level position, irrespective of whether the higher level position is funded, for more than <u>10 consecutive 22-workdays within any six consecutive months</u> , the employee shall be eligible to receive a temporary special duty additive in accordance with Rule 60L-32, F.A.C., effective the first day of performing such duties."		
23 - Workday, Workweek and Overtime (continued below)	11/13/24: No proposal. (continued below)	11/13/24: The Union proposed the following language to Section 1(A) - Overtime: "The normal workweek for each full-time employee shall be 40 hours. The normal work period for unit members shall be a 40 hour/7-day extended (continued below)	11/13/24: FDLE currently operates under a 160-hour/28-day work period. The Union's proposal would eliminate the agency's ability to use an extended work period to offset potential overtime.

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Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
23 - Workday, Workweek and Overtime (continued from above)	(continued from above) 2/7/25: The State presented a counter proposal to Section 1(A) - Overtime as follows: <u>"In lieu of the normal 40-hour workweek, the agency may establish an extended work period. The normal workweek for each full-time employee shall be in conformance with the Fair Labor Standards Act and Rule 60L-34, F.A.C. 40 hours."</u>	(continued from above) <u>work period as provided by Rule 60L-34.003 F.A.C., time worked after 40 hours in a permanent regular 7-day work schedule shall be paid as overtime."</u>	

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Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages	<p>2/7/25:</p> <p>The State proposes the following:</p> <p>SECTION 1 – General Pay Provisions Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.</p> <p>SECTION 2 – Pay Additives The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.</p> <p>SECTION 3 – Performance Pay In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of</p>		<p>2/10/25: Union tentatively agreed to State's Proposal of 2/7/25.</p> <p>Although the Union tentatively agreed, Legislative resolution is still required.</p>
(continued below)	(continued below)		

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	<p>(continued from above)</p> <p>funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.</p> <p>SECTION 4 – Competitive Pay Adjustment</p> <p>In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 25 percent.</p>		
(continued below)	(continued below)		

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)	(continued from above) For the purposes of this competitive pay adjustment, "entry and non-entry level sworn law enforcement officer" means an employee in the following classification(s): Entry Level: (1)Special Agent Trainee (8580) (2)Protective Services Special Agent II (8592) Non-Entry Level: (1)Special Agent (8581)		
26 - Equipment and Service Awards (continued below)	11/13/24: No proposal. (continued below)	11/13/24: The Union proposed the following change to Section 2 - Clothing Allowance: "Employees shall receive a clothing allowance in the amount of \$500.00 <u>\$1500.00</u> annually."	11/13/24: The Union's proposal would be cost prohibitive. Based on a current (11-18-24) count of 320 employees in the (continued below)

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Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
26 - Equipment and Service Awards (continued from above)	(continued from above) 2/7/25: Status Quo Counter Proposal.		(continued from above) Unit, an increase of \$1,000 per unit member would equate to an additional \$320,000 (FTE X \$1,000) cost to the agency from existing resources.
27 - Insurance Benefits (continued below)	2/7/25: The State proposed the following: SECTION 1 – State Employees Group Health Plans (continued below)		2/10/25: Union tentatively agreed to State's Proposal of 2/7/25. Although the Union tentatively agreed, Legislative resolution is still required.

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Impasse Articles to be Resolved: Articles 23 and 26

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
27 - Insurance Benefits (continued from above)	<p>(continued from above)</p> <p>In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.</p> <p>SECTION 2 – Death In-Line-Of-Duty Benefits</p> <p>(A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes.</p> <p>(B) Education benefits will be as provided in section 112.19, Florida Statutes.</p> <p>(C) State Employees Group Health Plans premium for the employee's surviving spouse and children will be as provided in section 110.123, Florida Statutes.</p> <p>(D) Any complaint or claim by an employee or the FOP concerning this Section shall not be subject to the Grievance Procedure of this Agreement.</p>		

Article 23
WORKDAY, WORKWEEK AND OVERTIME

SECTION 1 – Overtime

(A) In lieu of the normal 40-hour workweek, the agency may establish an extended work period ~~The normal workweek~~ for each full-time employee ~~shall be~~ in conformance with the Fair Labor Standards Act and Rule 60L-34, F.A.C. 40 hours.

(B) Work beyond the normal workweek or approved extended period shall be recognized in accordance with Rule 60L-34, F.A.C.; provided, however, that when an emergency is declared by the Governor and funds are available, employees who are assigned to the emergency area described in the Governor’s Executive Order shall be subject to a 40-hour workweek while so assigned. The state and the Union will cooperate to secure funds for the payment of overtime to unit employees in the situation described herein.

(C) The Union agrees to support those changes in Rule 60L-34, F.A.C., that may be required in order for the state to be in compliance with the Fair Labor Standards Act as it is applied to public employees.

(D) If the agency has a plan approved in advance by the DMS, FLSA compensatory leave credits shall be granted, administered, and used as described below:

An employee who is filling an included position may, at the end of the approved extended period if mutually agreed to by the employee and supervisor, waive payment for overtime and have the overtime hours credited to “FLSA compensatory leave. If such approved election is made, the overtime hours will be credited as FLSA compensatory leave credits at the rate of one and one-half hours for each hour of overtime worked. An employee will only be permitted to accumulate a maximum of 80 hours of FLSA compensatory leave credits, which may be taken in any increments if agreed to by the employee and the supervisor. If mutual agreement is not reached, the supervisor may, with a minimum of five workdays notice, require the employee to use such leave credits at any time in increments of full workdays. However, all unused FLSA compensatory leave credits at the close of business on December 31 and June 30 shall be paid for at the employee’s straight time regular hourly rate in accordance with Rule 60L-34, F.A.C., An employee

For the State

For FOP

Mike Mattimore
State’s Chief Labor Negotiator

Ned Golden
State Labor Representative

Date

Date

who separates from the Career Service or moves to another state agency shall be paid for all unused FLSA compensatory leave in accordance with the above.

SECTION 2 – Workday

(A) The agency shall not require an employee to split a workday into two or more segments without the mutual agreement of the employee and the employer.

(B) Where employees are required to work extra hours during an approved extended work period, the state will make a good faith effort to offset such extra hours in eight-hour increments, provided this can be done prior to the end of the extended work period.

SECTION 3 – Rest Periods

(A) A supervisor shall not unreasonably deny an employee a 15-minute rest period during any four contiguous hours of work. It is recognized that staffing and work priorities may prevent such a rest period during a given workday. Additionally, many positions have a post of duty assignment that requires coverage for a full shift and does not permit the employee to leave his post. In those cases, the employee may be able to “rest” while the employee physically remains in the geographic location of his duty post. The employee is to remain responsive to calls during a rest period.

(B) Rest periods are not authorized for covering an employee’s late arrival on duty or early departure from duty, and are not to be used contiguously with a meal break.

(C) A complaint concerning this Section may be grieved in accordance with Article 6 of this Agreement up to and including Step 2. The decision of the Agency Head or designee shall be final and binding on all parties.

SECTION 4 – Sick Leave Pool and Sick Leave Transfer

Employees shall be subject to the conditions, and have full access to the benefits, of the employing agency’s existing sick leave pool and sick leave transfer plan.

SECTION 5 – Special Compensatory Leave

For the State

Mike Mattimore
State’s Chief Labor Negotiator

Date

For FOP

Ned Golden
State Labor Representative

Date

(A) Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, F.A.C.

(B) Use of Special Compensatory Leave:

(1) When an employee earns special compensatory leave credits, the employee shall have 60 calendar days in which to use the earned special compensatory leave time.

(2) If the employee fails to use the earned special compensatory leave during the 60-day period, the supervisor shall schedule the employee to use the leave.

(3) An employee who has a leave balance in excess of 240 hours shall be required to use a minimum of 120 hours of the employee's earned special compensatory leave each calendar year or the amount necessary to bring the employee's special compensatory leave balance to 240 hours, whichever is less, prior to using any annual leave credits, unless such annual leave credits are being substituted for an employee's unpaid individual medical leave granted in accordance with the federal Family and Medical Leave Act (FMLA), or family medical leave or parental leave granted in accordance with section 110.221, F.S., the FMLA, or both.

(4) An employee who begins employment after July 1, 2013, shall only be permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established workweek containing a holiday, or during the closure of a facility during emergency conditions.

For the State

Mike Mattimore
State's Chief Labor Negotiator

Date

For FOP

Ned Golden
State Labor Representative

Date

ARTICLE [#_23_]
[WORKDAY, WORKWEEK and OVERTIME]

[SECTION 1 – Overtime

(A) ~~The normal workweek for each full-time employee shall be 40 hours.~~ The normal work period for unit members shall be a 40 hour/7-day extended work period as provided by Rule 60L-34.003 F.A.C., time worked after 40 hours in a permanent regular 7-day work schedule shall be paid as overtime.

(B) Work beyond the normal workweek or approved extended period shall be recognized in accordance with Rule 60L-34, F.A.C.; provided, however, that when an emergency is declared by the Governor and funds are available, employees who are assigned to the emergency area described in the Governor’s Executive Order shall be subject to a 40-hour workweek while so assigned. The state and the Union will cooperate to secure funds for the payment of overtime to unit employees in the situation described herein.

(C) The Union agrees to support those changes in Rule 60L-34, F.A.C., that may be required in order for the state to be in compliance with the Fair Labor Standards Act as it is applied to public employees.

(D) If the agency has a plan approved in advance by the DMS, FLSA compensatory leave credits shall be granted, administered, and used as described below:
An employee who is filling an included position may, at the end of the approved extended period if mutually agreed to by the employee and supervisor, waive payment for overtime and have the overtime hours credited to “FLSA compensatory leave. If such approved election is made, the overtime hours will be credited as FLSA compensatory leave credits at the rate of one and one-half hours for each hour of overtime worked. An employee will only be permitted to accumulate a maximum of 80 hours of FLSA compensatory leave credits, which may be taken in any increments if agreed to by the employee and the supervisor. If mutual agreement is not reached, the supervisor may, with a minimum of five workdays notice, require the employee to use such leave credits at any time in increments of full workdays. However, all unused FLSA compensatory leave credits

For the State

For FOP

Michael Mattimore
State’s Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

at the close of business on December 31 and June 30 shall be paid for at the employee's straight time regular hourly rate in accordance with Rule 60L-34, F.A.C., An employee who separates from the Career Service or moves to another state agency shall be paid for all unused FLSA compensatory leave in accordance with the above.

SECTION 2 – Workday

(A) The agency shall not require an employee to split a workday into two or more segments without the mutual agreement of the employee and the employer.

(B) Where employees are required to work extra hours during an approved extended work period, the state will make a good faith effort to offset such extra hours in eight-hour increments, provided this can be done prior to the end of the extended work period.

SECTION 3 – Rest Periods

(A) A supervisor shall not unreasonably deny an employee a 15-minute rest period during any four contiguous hours of work. It is recognized that staffing and work priorities may prevent such a rest period during a given workday. Additionally, many positions have a post of duty assignment that requires coverage for a full shift and does not permit the employee to leave his post. In those cases, the employee may be able to "rest" while the employee physically remains in the geographic location of his duty post. The employee is to remain responsive to calls during a rest period.

(B) Rest periods are not authorized for covering an employee's late arrival on duty or early departure from duty, and are not to be used contiguously with a meal break.

(C) A complaint concerning this Section may be grieved in accordance with Article 6 of this Agreement up to and including Step 2. The decision of the Agency Head or designee shall be final and binding on all parties.

SECTION 4 – Sick Leave Pool and Sick Leave Transfer

Employees shall be subject to the conditions, and have full access to the benefits, of the employing agency's existing sick leave pool and sick leave transfer plan.

SECTION 5 – Special Compensatory Leave

For the State

For FOP

Michael Mattimore
State's Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

(A) Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, F.A.C.

(B) Use of Special Compensatory Leave:

(1) When an employee earns special compensatory leave credits, the employee shall have 60 calendar days in which to use the earned special compensatory leave time.

(2) If the employee fails to use the earned special compensatory leave during the 60-day period, the supervisor shall schedule the employee to use the leave.

(3) An employee who has a leave balance in excess of 240 hours shall be required to use a minimum of 120 hours of the employee's earned special compensatory leave each calendar year or the amount necessary to bring the employee's special compensatory leave balance to 240 hours, whichever is less, prior to using any annual leave credits, unless such annual leave credits are being substituted for an employee's unpaid individual medical leave granted in accordance with the federal Family and Medical Leave Act (FMLA), or family medical leave or parental leave granted in accordance with section 110.221, F.S., the FMLA, or both.

(4) An employee who begins employment after July 1, 2013, shall only be permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established workweek containing a holiday, or during the closure of a facility during emergency conditions..]

For the State

For FOP

Michael Mattimore
State's Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

Article 26
EQUIPMENT AND SERVICE AWARDS

SECTION 1 – Accessories and Equipment

Accessories and equipment will include the following minimum requirements:

- (A) A service weapon gun belt, holster and accessories as appropriate for the employees.
- (B) Spare ammunition, and an appropriate case.
- (C) Where hand-held radios are provided, they will be suitable for law enforcement use.
- (D) The agency shall provide bulletproof vests to employees and will develop a policy for replacement upon expiration of the guaranteed life of the vest as expressed by the manufacturer at the time of purchase.
- (E) The agency will select and provide to each employee at least one intermediate force weapon, as determined appropriate by the agency, and provide training in the use of such weapon.
- (F) Unless otherwise required by agency needs, vehicles shall be equipped by the manufacturer as provided by current state contract specifications for unmarked law enforcement vehicles.

SECTION 2 – Clothing Allowance

Employees shall receive a clothing allowance in the amount of \$500.00 annually.

SECTION 3 – Award

When an employee retires in good standing under any provision of the Florida Retirement System, including medical disability retirement, the employee shall be presented his badge, his service revolver or pistol, if one had been issued as part of the employee's equipment, and an

For the State

For FOP

Mike Mattimore
State's Chief Labor Negotiator

Ned Golden
State Labor Representative

Date

Date

identification card clearly marked “RETIRED” as provided in section 112.193, F.S., if one of the following conditions is met:

(A) The employee has 10 or more years of service as a sworn law enforcement officer for the State of Florida, including a minimum of 5 years of service in law enforcement at the agency; or

(B) After having completed the required probationary period, the employee separates from service at the agency due to a service-connected disability.

SECTION 4 – Award Program

The state agrees to promote a program of recognition awards for employees that shall include:

(A) Upon promotion, a framed certificate certifying the promotion.

(B) Awards for bravery and outstanding service.

(C) Service awards through the use of certificates, patches or pins recognizing years of service with the State; specifically recognizing 15, 20 and 25 years of service.

(D) Upon normal retirement, an identification card and badge.

For the State

For FOP

Mike Mattimore
State’s Chief Labor Negotiator

Ned Golden
State Labor Representative

Date

Date

Article 26
EQUIPMENT AND SERVICE AWARDS

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- (D) The agency shall provide bulletproof vests to employees and will develop a policy for replacement upon expiration of the guaranteed life of the vest as expressed by the manufacturer at the time of purchase.
- (E) The agency will select and provide to each employee at least one intermediate force weapon, as determined appropriate by the agency, and provide training in the use of such weapon.
- (F) Unless otherwise required by agency needs, vehicles shall be equipped by the manufacturer as provided by current state contract specifications for unmarked law enforcement vehicles.

For the State

For FOP

Michael Mattimore
State's Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

SECTION 2 – Clothing Allowance

Employees shall receive a clothing allowance in the amount of ~~\$500.00~~ **\$1500.00** annually.

SECTION 3 – Award

When an employee retires in good standing under any provision of the Florida Retirement System, including medical disability retirement, the employee shall be presented his badge, his service revolver or pistol, if one had been issued as part of the employee's equipment, and an identification card clearly marked "RETIRED" as provided in section 112.193, F.S., if one of the following conditions is met:

(A) The employee has 10 or more years of service as a sworn law enforcement officer for the State of Florida, including a minimum of 5 years of service in law enforcement at the agency; or

(B) After having completed the required probationary period, the employee separates from service at the agency due to a service-connected disability.

SECTION 4 – Award Program

The state agrees to promote a program of recognition awards for employees that shall include:

(A) Upon promotion, a framed certificate certifying the promotion.

(B) Awards for bravery and outstanding service.

(C) Service awards through the use of certificates, patches or pins recognizing years of service with the State; specifically recognizing 15, 20 and 25 years of service.

For the State

For FOP

Michael Mattimore
State's Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

(D) Upon normal retirement, an identification card and badge.

For the State

For FOP

Michael Mattimore
State's Chief Labor Negotiator

Ned Golden
Staff Representative

Date

Date

**There was
Tentative Agreement
Reached on the following
Wage and Insurance
Proposals
(Articles 25 & 27).
However, Legislative Action
is Required.**

Article 25
WAGES

SECTION 1 – General Pay Provisions

Pay shall be in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 2 – Pay Additives

The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 3 – Performance Pay

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head's discretion, each agency is authorized to grant merit pay increases based on the employee's performance rating of at least commendable as evidenced by a performance evaluation conducted pursuant to Rule 60L-35, Florida Administrative Code.

SECTION 4 – Competitive Pay Adjustment

In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 25 percent.

For the State



Michael Mattimore
State's Chief Labor Negotiator

2/13/2025
Date

For FOP



Ned Golden
State Labor Representative

02/10/2025
Date

For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s):

Entry Level:

- (1) Special Agent Trainee (8580)
- (2) Protective Services Special Agent II (8592)

Non-Entry Level:

- (1) Special Agent (8581)

For the State



Michael Mattimore
State's Chief Labor Negotiator

2/13/2025
Date

For FOP



Ned Golden
State Labor Representative

02/10/2025
Date

Article 27
INSURANCE BENEFITS

SECTION 1 – State Employees Group Health Plans

In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.

SECTION 2 – Death In-Line-Of-Duty Benefits

- (A) Funeral and burial expenses will be as provided in section 112.19, Florida Statutes.
- (B) Education benefits will be as provided in section 112.19, Florida Statutes.
- (C) State Employees Group Health Plans premium for the employee’s surviving spouse and children will be as provided in section 110.123, Florida Statutes.
- (D) Any complaint or claim by an employee or the FOP concerning this Section shall not be subject to the Grievance Procedure of this Agreement.

For the State



Michael Mattimore
State’s Chief Labor Negotiator

2/13/2025
Date

For FOP



Ned Golden
State Labor Representative

02/10/2025
Date



Snapshot of Articles Negotiated for FY 2025-2026

The State of Florida and the Florida Police Benevolent Association Security Services Unit Fiscal Year 2025-2026 Collective Bargaining Reopener Negotiations

BACKGROUND

The State and the Union are currently operating under a three-year agreement covering 2023-2026. During reopener years, each party may open up to three articles, plus wages and insurance, for negotiations.

SUMMARY OF NEGOTIATION ACTIVITIES AS OF March 4, 2025:

The parties reached a tentative agreement on changes or updates to the following articles:

Article 27 – Insurance Benefits (Premiums To Remain Unchanged)

The parties are at statutory impasse on the following article(s); however, the parties continue to collectively bargain and hope to obtain agreement:

Article 25 – Wages

REFERENCE

A copy of the current Law Enforcement Unit agreement can be found at the following link:

[PBA-Security Services Unit 2023-2026 Successor Agreement \(12-20-2023\)](#)

Florida Police Benevolent Association (PBA)
Security Services Unit - State Personnel System
Current Three-Year Agreement Expires June 30, 2026
Status of Collective Bargaining Negotiations as of: March 6, 2025
Fiscal Year 2025-2026 Reopener Agreement Negotiations
Negotiations are limited to 3 Articles plus Wages and Insurance Benefits
Shaded = Tentative Agreement or Withdrawn
Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages		<p>The Union presented a proposal on 9/23/24, 10/7/24, and 12/2/24. The latest revised proposal (12/2/24) is as follows:</p> <p>"Section 3-Competitive Pay Adjustment"</p> <p>"Effective July 1, 2025, all members of the bargaining unit shall receive an across the board \$5000 pay increase."</p> <p>"On Oct 1, 2025, all members of the bargaining unit that are Certified Correctional, ISS, and Probation officers shall receive a 2% to the base pay cost of living raise to address the rising inflation rate."</p> <p>(continued below)</p>	<p>OPB Cost Analysis:</p> <p>\$130M-Calculated a \$5,000 pay increase for all positions in CBU 08 that are transferred into LAS/PBS from People First weekly. The most recent data was for September 2024 and calculated the increase for an effective date of July 1, 2025. Increase was applied to 18,561 FTE. Amount includes retirement/FICA impacts.</p> <p>\$27.3M-Calculated a 2% increase assuming that all members of the bargaining unit are certified (Correctional, ISS and Probation Officers); (18,561 FTE) using September 2024 People First data. Based on an October 1, 2025 effective date. Includes applicable retirement/FICA.</p>
(continued below)			

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) "Retention Pay" "All bargaining unit members with more than 3 years of service but less than 8 years during fiscal year 2025-26 shall receive \$2000 to base rate of pay, members with 8 years of service but less than 10 years shall receive \$2500 increase in base pay, members with more than 10 years of service but less than 15 years of service shall receive \$3000 increase in base pay, members with more than 15 years of service but less than 20 years shall receive \$3200 increase in base pay, and all members of 20 or more years shall receive a \$3500 increase in base pay." (continued below)	OPB Cost Analysis: \$25.3M -Calculated an increase for those members of the bargaining unit with three or more years of consecutive service positions (7,796 FTE) using September 2024 People First data for Fiscal Year 2025-26. Includes applicable retirement/FICA. Union acknowledged that they intended the initial range to be at least 3 years but less than 8 years.
(continued below)			

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above) "Section 5-Retention Bonus Schedule" "The State agrees to support funding for the following Retention Bonus Schedule. Effective July 1, 2026, all bargaining unit members are eligible to receive a retention bonus on the anniversary of their date of hire. As an example, if an employee is hired on January 1, their anniversary is January 1 every year thereafter. Eligibility is based on a rating of 3.0 or higher on the last evaluation and no severe discipline during the last 12 months. The definition of sever (sic) discipline for the purpose of retention bonus will be a 08-hour suspension or above." "The retention Bonus Schedule shall provide as follows: Anniversary Years 5 to 9 .05% each year Anniversary Years 10 to 14 1.00% each year Anniversary Years 15 to 19 1.5% each year Anniversary Years 20 or above 2.00% each year" (continued below)	OPB Cost Analysis: \$2.4M-Calculated a bonus percentage assuming that all members of the bargaining unit with five (5) or more years of service received a 3.0 rating or higher on their last evaluation with no severe discipline during the last 12 months, using September 2024 People First data. Per the methodology 7,796 FTE were eligible for an increase, effective January 1, 2026. Includes applicable retirement/FICA. The union explained that on each anniversary date the member would receive the percentage increase associated with the specific number of years of service accrued to that point. For example if on the anniversary date the employee has 5, 6, 7, 8, or 9 years, the employee receives a .05% increase. Once the employee attains 10 years the employee receives 1.00% annually up to the employee's 14th year of service, etc.
(continued below)			

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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued from above)	
		Section 6: Special Pay Additives	OPB Cost Analysis: Indeterminate
		1) Effective January 01, 2026, all bargaining unit members that are assigned to Close Management Housing Units, K-9 units, and Search Offender to Ensure Compliance Teams (SOTEC) shall receive a bi-weekly pay additive of \$100.00. Bargaining unit members may only receive one pay additive covered in this section (Section 6-1).	The union clarified that their intent was for unit members to receive only one additive under this proposed provision.
		2) Effective January 01, 2026, all bargaining unit members of the bargaining unit shall receive an additional \$50.00 per pay period that are assigned to working between the hours of 6:00 pm Friday to 6:00 am Monday.	OPB Cost Analysis: Indeterminate
(continued below)		3) Effective July 1, 2025, all bargaining unit members that have used less than 42.50 hours of unscheduled absences during the period of July 1, 2025 to May 1, 2026 shall receive a one-time pay bonus of \$ 1200.00. The payment shall be made to the bargaining unit member before June 30, 2026.	OPB Cost Analysis: Indeterminate The union acknowledged payment could not be made until end of fiscal year.

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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		(continued above) 4) Effective July 1, 2025, all bargaining unit members that are promoted into a higher position within the bargaining unit shall receive a one-time bonus of \$2500 at the completion of the probationary period. The bargaining unit member is not eligible for this pay additive if they were voluntary demoted from that position within the last year.	No Analysis Done: Indeterminate

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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 - Wages (continued from above)		<p>(continued from above)</p> <p><u>"Overtime"</u></p> <p>"1) Effective January 1, 2026, all bargaining unit members shall receive paid overtime to include Correctional Probation Supervisors, Correctional Probation Sr. Supervisors, Correctional Officer Lieutenants, and Correctional Officers Captains for all hours of overtime worked. No member of the bargaining unit shall be allowed to work without compensation for each hour of work."</p>	<p>OPB Cost Analysis: Indeterminate</p> <p>These positions, including frontline supervisory positions, were determined by the Department of Corrections to be excluded from overtime provisions in conformance with the Fair Labor Standards Act. Nonetheless, because these positions are in the Career Service, State Rules provide that they accrue Regular Compensatory leave for required excess work hours. The union contends that the amount of required excess work hours is unreasonably high; making the accrual of Regular Compensatory leave an ineffectual form of compensation.</p>

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ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 Wages (continued below)	<p>2/07/2025:</p> <p>SECTION 1 – General Pay Provisions</p> <p>Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.</p> <p>SECTION 2 – Pay Additives</p> <p>The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.</p> <p>(continued below)</p>		2/20/25: The State met with the Union to discuss Article 25-Wages, but no agreement has been reached.

Florida Police Benevolent Association (PBA)
Security Services Unit - State Personnel System
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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 Wages (continued below)	(continued from above) SECTION 3 – Performance Pay In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head’s discretion, 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. (continued below)		

Florida Police Benevolent Association (PBA)
Security Services Unit - State Personnel System
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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 Wages (continued from above)	(continued below) SECTION 4 - Competitive Pay Adjustment Agency for Persons with Disabilities and Department of Children and Families In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025- 2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non- entry level sworn law enforcement officer's June 30, 2025, base rate of pay shall be increased by 25 percent (continued below)		

Florida Police Benevolent Association (PBA)
Security Services Unit - State Personnel System
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Impasse Articles to be Resolved: Article 25

ARTICLE	STATE PROPOSAL	UNION PROPOSAL	COMMENTS
25 Wages (continued from above)	(continued from above) For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s): Entry Level: Institutional Security Specialist I (8237) Non-Entry Level: Institutional Security Specialist II (8238) Institutional Security Specialist Shift Supervisor (8240)		
27 - Insurance Benefits	2/7/25: In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.		2/20/25: The Union tentatively agreed to State's Proposal of 2/7/2025. Although the Union tentatively agreed, Legislative resolution is still required.

Article 25
WAGES

SECTION 1 – General Pay Provisions

Pay shall be in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 2 – Pay Additives

The State will administer pay additives to eligible members of the bargaining unit as authorized by section 110.2035(7), Florida Statutes, Rule 60L-32.0012, Florida Administrative Code, and in accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026.

SECTION 3 – Performance Pay

In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, contingent upon the availability of funds and at the Agency Head’s discretion, 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 - Competitive Pay Adjustment

Agency for Persons with Disabilities and Department of Children and Families

In accordance with Section 8 of the Governor’s Recommended General Appropriations Act for Fiscal Year 2025-2026, effective July 1, 2025, each eligible entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 20 percent and each eligible non-entry level sworn law enforcement officer’s June 30, 2025, base rate of pay shall be increased by 25 percent.

For the State

Mike Mattimore
State’s Chief Labor Negotiator

Date

For PBA

James T. Biardi
Chapter President, Florida PBA

Date

Tammy Marcus
Chapter President, Florida PBA

Date

For the purposes of this competitive pay adjustment, “entry and non-entry level sworn law enforcement officer” means an employee in the following classification(s):

Entry Level:

(1) Institutional Security Specialist I (8237)

Non-Entry Level:

(1) Institutional Security Specialist II (8238)

(2) Institutional Security Specialist Shift Supervisor (8240)

For the State

Mike Mattimore
State’s Chief Labor Negotiator

Date

For PBA

James T. Biardi
Chapter President, Florida PBA

Date

Tammy Marcus
Chapter President, Florida PBA

Date

Article 25 -Wages

Section 3-Competitive pay Adjustment

Effective July 1, 2025, all members of the bargaining unit shall receive an across the board \$5000 pay increase.

On Oct 1, 2025, all members of the bargaining unit that are Certified Correctional, ISS, and Probation officers shall receive a 2% to the base pay cost of living raise pay to address the rising inflation rate.

Section 5-Retention Pay

All Bargaining unit members with 3 years of service but less than 8 years during fiscal year 2025-26 shall receive \$2000 to base rate of pay, members with 8 years of service but less than 10 years shall receive \$2500 increase in base pay, members with 10 years of service but less than 15 years of service shall receive \$3000 increase in base pay, members with 15 years of service but less than 20 years shall receive \$3200 increase in base pay, and all members with 20 or more years shall receive a \$3500 increase in base pay.

Retention Bonus Schedule

The State agrees to support funding for the following Retention Bonus Schedule. Effective Jan 1, 2026, all bargaining unit members are eligible to receive a retention bonus on the anniversary of their date of entering the bargaining unit.

As an example, if an employee joins the bargaining unit on January 1, their anniversary is January 1 every year thereafter. If the member has five years of service, they shall receive a 0.50 percent retention payment or if they have 10 years of service, they shall receive 1.00 percent increase.

Eligibility is based on a rating of 3.0 or higher on the last evaluation and no severe discipline during the last 12 months. The definition of sever discipline for the purpose of retention bonus will be a 08-hour suspension or above.

The retention Bonus Schedule shall provide as follows:

Anniversary Years 5 to 9	0.50%each year on anniversary date in bargaining unit
Anniversary Years 10 to 14	1.00% each year on anniversary date in bargaining unit
Anniversary Years 15 to 19	1.50% each year on anniversary date in bargaining unit
Anniversary Years 20 or above	2.00% each year on anniversary date in bargaining unit

Section 6: Special Pay Additives

- 1) Effective January 01, 2026, all bargaining unit members that are assigned to Close Management Housing Units, K-9 units, and Search Offender to Ensure Compliance Teams (SOTEC) shall receive a bi-weekly pay additive of \$100.00. Bargaining unit members may only receive one pay additive covered in this section (Section 6-1).**
- 2) Effective January 01, 2026, all members of the bargaining unit shall receive an additional \$50.00 per pay period that are assigned to working between the hours of 6:00pm Friday to 6:00am Monday.**
- 3)) Effective July 1, 2025, all bargaining unit members that have used less than 42.50 hours of unscheduled absences during the period of July 1, 2025, to May 1, 2026 shall receive a one-time pay bonus of \$ 1200.00. The payment shall be made to the bargaining unit member before June 30, 2026.**
- 4) Effective July 1, 2025, all bargaining unit members that are promoted into a higher position within the bargaining unit shall receive a one-time bonus of \$2500 at the completion of the probationary period. The bargaining unit member is not eligible for this pay additive if they were voluntary demoted from that position within the last year.**

Section 7: Overtime

- 1) Effective January 1, 2026, all bargaining unit members shall receive paid overtime to include Correctional Probation Supervisors, Correctional Probation Sr. Supervisors, Correctional Officer Lieutenants and Correctional Officer Captains for all hours of overtime worked. No member of the bargaining unit shall be allowed to work without compensation for each hour of work.**

for State of Florida

for the PBA

PBA - Security Services Collective Bargaining Unit (08) Fiscal Year 2025-26 Wage Proposals		
Union/Issue	Estimated Cost for FY 2025-26	Comments
Section 3 - Competitive Pay Adjustment: Provides all members of the bargaining unit an across the board pay increase of \$5,000, effective July 1, 2025.	\$130 M	Calculated a \$5,000 pay increase for all positions in CBU 08 that are transferred into LAS/PBS from People First weekly. The most recent data was for September 2024 and calculated the increase for an effective date of July 1, 2025. Increase was applied to 18,561 FTE. Amount includes retirement/FICA impacts.
Section 3(a) - Competitive Pay Adjustment: Provides all members of the bargaining unit that are certified Correctional, ISS, and Probation Officers a 2% pay increase to the base rate of pay to address inflation, effective October 1, 2025.	\$27.3 M	Calculated a 2% increase assuming that all members of the bargaining unit are certified (Correctional, ISS and Probation Officers); (18,561 FTE) using September 2024 People First data. Based on an October 1, 2025 effective date. Includes applicable retirement/FICA.
Section 5 - Retention Pay: Provides all members of the bargaining unit an increase to the base rate of pay for Fiscal Year 2025-26 based on years of service; members with 3 years of service but less than 8 years shall receive a \$2,000 increase to their base rate of pay, members with 8 years but less than 10 years of service shall receive a \$2,500 increase to the base rate of pay, members with 10 years but less than 15 years of service shall receive \$3,000 to the base rate of pay, members with 15 years but less than 20 years of service shall receive an increase of \$3,200 to the base rate of pay, and members with 20 or more years of service shall receive an increase of \$3,500 to the base rate of pay.	\$25.3 M	Calculated an increase for those members of the bargaining unit with three or more years of consecutive service positions (7,796 FTE) using September 2024 People First data for Fiscal Year 2025-26. Includes applicable retirement/FICA.
Section 5(a) - Retention Pay: Provide all members of the bargaining unit with a retention bonus on the anniversary of their hire date, effective January 1, 2026 for Fiscal Year 2025-2026. Eligibility is based on a rating of 3.0 or higher on the employee's last evaluation and no severe (8 hour suspension or above) discipline during the last 12 months. Retention Bonus Schedule: Anniversary Years 5 - 9 years = 0.50% bonus for each year; 10 -14 Years = 1.00% bonus each year; 15 - 19 Years = 1.50% bonus each year; 20 Years or more = 2.00% bonus each year	\$2.4 M	Calculated a bonus percentage assuming that all members of the bargaining unit with five (5) or more years of service received a 3.0 rating or higher on their last evaluation with no severe discipline during the last 12 months, using September 2024 People First data. Per the methodology 7,796 FTE were eligible for an increase, effective January 1, 2026. Includes applicable retirement/FICA.
Section 6.1 - Special Pay Additives: Provides all members of the bargaining unit that are assigned to Close Management Housing, K-9 Units, and Search Offender to Ensure Compliance Teams (SOTEC) with a \$100 bi-weekly special pay additive, effective January 1, 2026. May of the bargaining unit are only eligible for one pay additive referenced in section 6.1.	Indeterminate	
Section 6.2 - Special Pay Additives: Provides all members of the bargaining unit that are assigned to shift assignments/posts that work between the hours of 6:00pm Friday and 6:00am Monday a special pay additive of \$50.00 per pay period, effective January 1, 2026.	Indeterminate	
Section 6.3 - Section Pay Additives: Provides all members of the bargaining unit that have used less than 42.50 hours of unscheduled absences during the period of July 1, 2025 to May 1, 2026, shall receive a one-time bonus pay of \$1,200, by June 30, 2026. The payment shall be made to the bargaining unit member before June 30, 2026.	Indeterminate	
Section 7 - Overtime: Provides all members of the bargaining unit overtime pay including Correctional Probation Supervisors, Correctional Officer Lieutenants, Correctional Officers Captains, Correctional Probation Senior Supervisor.	Indeterminate	

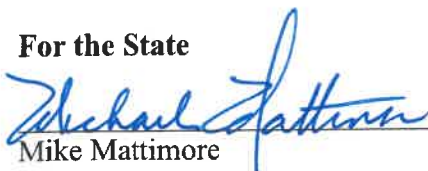
**There was
Tentative Agreement
Reached on the following
Insurance Proposal
(Article 27).**

**However, Legislative Action
is Required.**

Article 27
INSURANCE BENEFITS


In accordance with Section 8 of the Governor's Recommended General Appropriations Act for Fiscal Year 2025-2026, the benefits and employee share of premiums for the State Employees Group Health Plans shall remain unchanged for Fiscal Year 2025-2026.

For the State


Mike Mattimore
State's Chief Labor Negotiator

February 20, 2025
Date

For PBA


James T. Biardi
Chapter President, Florida PBA


Tammy Marcus
Chapter President, Florida PBA



Joint Select Committee on Collective Bargaining

**Representative Fabricio, Alternating Chair
Senator Fine, Alternating Chair**

**Monday, March 10, 2025
4:00 PM – 6:00 PM
Reed Hall (102 HOB)**

**MEETING PACKET
Materials Submitted:
Bargaining Units**

**PBA – Florida Highway
Patrol Unit**



Florida Police Benevolent Association, Inc.

The Voice of Florida's Law Enforcement Officers

March 4th, 2025

Senator Randy Fine, Co-Chair
Representative Tom Fabricio, Co-Chair
Joint Select Committee on Collective Bargaining
404 South Monroe Street
Tallahassee, FL 32399-1100

Re: **PBA Collective Bargaining Proposals for Law Enforcement Unit: Florida Highway Patrol**

Dear Senator Fine and Representative Fabricio,

Attached you will find the collective bargaining proposals being submitted by the Florida Police Benevolent Association, Inc., to Governor DeSantis and the Department of Management Services covering one bargaining unit being represented by the Florida PBA. The proposals are directed to the specific article and section of the contract sought to be modified by the Association.

Governor DeSantis and the PBA unit above are currently at impasse on two issues in the bargaining unit: Safety and Travel Expenses.

In order to assist you in resolving the impasse, the Florida PBA offers the following information and comments:

CONTACT PERSONS

Information relating to the PBA proposal is available from two contact persons:

- (1) PBA FHP President William "Bill" Smith, wsmith@flpba.org

MAJOR ISSUES

Florida Highway Patrol **Safety – Article 13**

The Florida PBA has offered the following safety proposal during current collective bargaining negotiations:

On July 1, 2025, the PBA will be part of the Safety Committee to make recommendations to the State and/or appropriate agencies as follows:

(A) All matters relating to all new equipment, all new vehicles, all new purchases and all improvements to existing vehicles to enhance safety, training, and other matters relating to safety which affect any and all members within the collective bargaining unit shall go before the safety committee.

Travel Expenses – Article 28

The Florida PBA has offered the following travel expenses proposal during current collective bargaining negotiations:

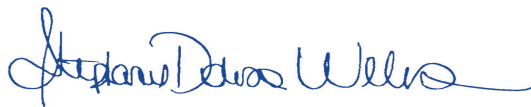
Section 3 - Any executive order travel which is required due to a deployment shall automatically add a stipend to the bargaining unit member in addition to any statutory per diem allowance. The stipend shall follow the following schedule:

(A) In State Travel - \$45 per day

(B) Out of State Travel - \$65 per day

President Smith will attend the public hearing on March 10, 2025, to help explain the detailed proposal and answer any questions the committee may have.

Respectfully,



Stephanie Dobson Webster
General Counsel

Encl(s)

Cc: Michael Mattimore, DMS Chief Negotiator
William Smith, FHP Chapter President

Article 13
SAFETY

SECTION 1 – Vehicle and Equipment

Vehicles and equipment used by employees, whether issued to the employee or not, shall be maintained in safe operating condition by the state.

SECTION 2 – Firearms Safety

In order to promote safety in the use of firearms by employees, the state will guarantee that each employee is allowed to fire his weapon in an approved Standards and Training Course at least once every six months, at no cost to employee. Such training shall be for the purpose of familiarization in the use of firearms.

SECTION 3 – Consultation

The parties agree to form a Safety Committee with an equal number of PBA and employer representatives, to study and recommend the purchase and maintenance of minimal standards of safety equipment. The Committee shall conduct research and periodically make recommendations to the state and/or appropriate agencies with regard to:

- (A) That all vehicles shall incorporate standard police packages, power windows, rear window defoggers, and heated rearview mirrors;
- (B) That all 4X4 vehicles be equipped with roll bars;
- (C) That all vehicles shall have a locking gun rack;
- (D) Use of radios by uniformed personnel not assigned marked vehicles;
- (E) Other safety standards for equipment and vehicles.

For the State

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date

(F) All matters relating to all new equipment, all new vehicles, all new purchases and all improvements to existing vehicles to enhance safety, training, and other matters relating to safety which affect any and all members within the collective bargaining unit shall go before the safety committee.

The recommendations of the Committee shall be submitted in writing to the appropriate agency head who shall respond, in writing, with respect to each recommendation. Rejection of any recommendation shall include written justification for the rejection.

The parties agree to execute a Memorandum of Understanding setting forth the composition and schedule for the Committee.

For the State

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date

Article 28
TRAVEL EXPENSES

SECTION 1 – Payment of Travel Vouchers

Travel expenses shall be paid for authorized travel on state business in the manner and amounts as provided in section 112.061, F.S. The state will make a good faith effort to pay travel vouchers within 30 days after they have been properly submitted. Vouchers are considered submitted when the employee submits them to the person or office designated by the agency to receive such vouchers.

SECTION 2 – Emergency Travel

(A) When an emergency, such as a hurricane, arises that requires the agency to temporarily assign employees with less than 48 hours' notice, the agency will make a good faith effort to officially notify employees of the temporary assignment. Such notification may be in person, by telephone, by radio, or in writing.

(B) When an emergency arises requiring temporary personnel assignment with less than 48 hours' notice, the state agrees to make the necessary payment to the vendor for lodging for such employees. The employee shall have no responsibility to make such payments to the vendor. Travel vouchers will be submitted as required in Section 1 above.

SECTION 3 – Executive Order Travel

Any executive order travel which is required due to a deployment shall automatically add a stipend to the bargaining unit member in addition to any statutory per diem allowance. The stipend shall follow the following schedule:

(A) In State Travel - \$45 per day

(B) Out of State Travel - \$65 per day

For the State of Florida

For PBA

Michael Mattimore
State's Chief Labor Negotiator

George J. Corwine
PBA's Chief Labor Negotiator

Date

Date

SECTION ~~3~~ 4 – Mileage Allowance

The state agrees to seek continued funding to provide for the payment of a mileage allowance for the use of privately owned vehicles for official travel at the rate provided in section 112.061(7)(d)1., F.S.

For the State of Florida

Michael Mattimore
State's Chief Labor Negotiator

Date

For PBA

George J. Corwine
PBA's Chief Labor Negotiator

Date



Florida Police Benevolent Association, Inc.

The Voice of Florida's Law Enforcement Officers

March 4th, 2025

Senator Randy Fine, Co-Chair
Representative Tom Fabricio, Co-Chair
Joint Select Committee on Collective Bargaining
404 South Monroe Street
Tallahassee, FL 32399-1100

Re: **PBA Collective Bargaining Proposals for Law Enforcement Unit: Law Enforcement Unit**

Dear Senator Fine and Representative Fabricio,

The Florida PBA, on behalf of the Law Enforcement Unit, and the State have reached a tentative agreement on all outstanding issues are there are no issues to be brought to the impasse committee.

Respectfully,

Stephanie Dobson Webster
General Counsel

Encl(s)

Cc: Michael Mattimore, DMS Chief Negotiator
Terryne Bing, State LEU Chapter President



Florida Police Benevolent Association, Inc.

The Voice of Florida's Law Enforcement Officers

March 4th, 2025

Senator Randy Fine, Co-Chair
Representative Tom Fabricio, Co-Chair
Joint Select Committee on Collective Bargaining
404 South Monroe Street
Tallahassee, FL 32399-1100

Re: **PBA Collective Bargaining Proposals for Law Enforcement Unit: Security Services Unit**

Dear Senator Fine and Representative Fabricio,

Attached to this letter, you will find the collective bargaining proposal on wages that were submitted to Governor DeSantis and the Department of Management Services during negotiations.

The Security Services Unit and Governor DeSantis are only at impasse on the issue of Wages.

In order to assist you in resolving the impasse, the Florida PBA offers the following information and comments:

CONTACT PERSONS

Information relating to the PBA proposal is available from two contact persons:

(1) PBA State Correctional Officers Chapter President James "Jim" Baiardi
jimmy@flpba.org

(2) PBA Correctional Probation Officers Chapter President Tammy Marcus
tammy@flpba.org

MAJOR ISSUES

Below is a summary of the PBA's wage proposal.

Security Service Unit Wages – Article 25

* On July 1, 2025, Security Services bargaining unit members will receive a Competitive pay adjustment of \$5000.00 and On Oct 1, 2025, all members of the bargaining unit that are Certified Correctional, ISS, and Probation officers shall receive a 2% increase to their base pay as a cost of living pay raise to address the rising inflation rate.

* Retention Pay: All bargaining unit members with 3 years of service, but less than 8 years during fiscal years 2025-26, shall receive a \$2000 increase to their base rate of pay, members with 8 years of service but less than 10 years shall receive a \$2500 increase in base pay, members with 10 years of service but less than 15 years of service shall receive a \$3000 increase in base pay, members with 15 years of service but less than 20 years shall receive a \$3200 increase in base pay and all members with 20 or more years of service shall receive a \$3500 increase in base pay.

***Retention Bonus**

* Special Pay Additives for staff assigned to Close management housing units, K-9 units, and Search Offender to Ensure Compliance Teams (SOTEC) shall receive a bi-weekly pay additive of \$100.

* All members of the bargaining unit shall receive an additional \$50.00 per pay period that are assigned to work between the hours of 6:00 pm Friday to 6:00 am Monday.

* All members of the bargaining unit that have used less than 42.50 hours of leave for unscheduled absences during the period of July 1, 2025, to May 1, 2026, shall receive a one-time bonus of \$1200. The payment shall be made to the bargaining unit member before June 30, 2026.

* Effective July 1, 2025, all bargaining unit members that are promoted into a higher position within the bargaining unit shall receive a one-time bonus of \$2500 at the completion of the probationary period. The bargaining unit member is not eligible for this pay additive if they voluntarily demoted from that position within the last year.

* All members of the bargaining unit shall receive overtime pay including Correctional Probation Supervisors, Correctional Officer Lieutenants, and Correctional Officer Captains for all hours of overtime worked. No member of the bargaining unit shall be allowed to work without compensation for each hour of work.

The Florida PBA, representing the Security Service Bargaining Unit (Correctional Officers Class, Probation Officer Class, and Institutional Security Specialist class) recognizes that Florida's Correctional System is at a pivotal crossroad. We want to take this opportunity to express our sincere gratitude to the Governor and the Legislature for the unwavering support shown to correctional, probation, and ISS officers over the past six years. The investment made in salaries and retention efforts has been instrumental in stabilizing our workforce, but there is still more work that needs to be done.

Staffing shortages in Florida's prisons remain a critical issue. In a recent legislative committee meeting, lawmakers themselves raised concerns about the staffing levels in correctional institutions. The reality is simple: the only permanent solution to this crisis is to ensure that correctional officers receive competitive pay and retention incentives. Without these necessary adjustments, we will continue to struggle with recruitment and retention, jeopardizing the safety and security of our institutions.

Correctional, Probation, and ISS Officers perform some of the most difficult jobs in law enforcement. They work in high-risk environments, often alone or greatly outnumbered, often facing violent offenders, and routinely sacrifice weekends, holidays, and extended hours to keep our institutions secure and our communities safe. Over the years, these dangers have only increased, particularly with the rise of violent inmates, including those stemming from the post-covid era. This is not just a Florida issue-states across the county are grappling with rising violence in correctional facilities. However, neighboring states like Alabama and Tennessee, despite being in a weaker financial position than Florida, are already offering their correctional officers better pay. According to the February 22, 2025, edition of the Nashville Banner (Nashville, TN newspaper), State audits have pointed to their staffing shortages as a danger to both prison staff inmates. They are raising the starting salary for correctional officers \$51,204 to \$60,720.

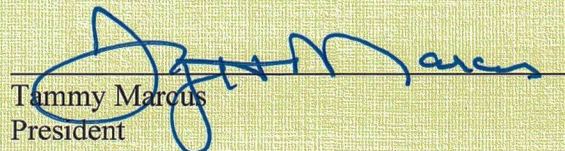
If Florida wants to recruit and retain the best personnel, we must ensure that correctional, probation, and ISS officers receive fair, competitive compensation and meaningful retention bonuses to those who dedicate their careers to these challenging professions. We ask the members of this committee and all other legislative bodies to support Florida's correctional, probation, and ISS officers with the well-earned pay raises and retention incentives they deserve.

The PBA is willing to continue negotiations during this time and we thank you for taking the time to consider our proposal.

Corrections President Jim Baiardi and Probation President Tammy Marcus would like to address the committee in person during the impasse committee meeting.



James Baiardi
President
State Correctional Officers Chapter



Tammy Marcus
President
Correctional Probation Officers Chapter

Article 25 -Wages

Section 3-Competitive pay Adjustment

Effective July 1, 2025, all members of the bargaining unit shall receive an across the board \$5000 pay increase.

On Oct 1, 2025, all members of the bargaining unit that are Certified Correctional, ISS, and Probation officers shall receive a 2% to their base pay as a cost of living raise pay to address the rising inflation rate.

Section 5-Retention Pay

All Bargaining unit members with 3 years of service but less than 8 years during fiscal year 2025-26 shall receive \$2000 to base rate of pay, members with 8 years of service but less than 10 years shall receive \$2500 increase in base pay, members with 10 years of service but less than 15 years of service shall receive \$3000 increase in base pay, members with 15 years of service but less than 20 years shall receive \$3200 increase in base pay, and all members with 20 or more years shall receive a \$3500 increase in base pay.

Retention Bonus Schedule

The State agrees to support funding for the following Retention Bonus Schedule. Effective Jan 1, 2026, all bargaining unit members are eligible to receive a retention bonus on the anniversary of their date of entering the bargaining unit.

As an example, if an employee joins the bargaining unit on January 1, their anniversary is January 1 every year thereafter. If the member has five years of service, they shall receive a 0.50 percent retention payment or if they have 10 years of service, they shall receive 1.00 percent increase.

Eligibility is based on a rating of 3.0 or higher on the last evaluation and no severe discipline during the last 12 months. The definition of sever discipline for the purpose of retention bonus will be a 08-hour suspension or above.

The retention Bonus Schedule shall provide as follows:

Anniversary Years 5 to 9	0.50%each year on anniversary date in bargaining unit
Anniversary Years 10 to 14	1.00% each year on anniversary date in bargaining unit
Anniversary Years 15 to 19	1.50% each year on anniversary date in bargaining unit
Anniversary Years 20 or above	2.00% each year on anniversary date in bargaining unit

December 2, 2024

Page 1 of 2

Section 6: Special Pay Additives

- 1) Effective January 01, 2026, all bargaining unit members that are assigned to Close Management Housing Units, K-9 units, and Search Offender to Ensure Compliance Teams (SOTEC) shall receive a bi-weekly pay additive of \$100.00. Bargaining unit members may only receive one pay additive covered in this section (Section 6-1).**
- 2) Effective January 01, 2026, all members of the bargaining unit shall receive an additional \$50.00 per pay period that are assigned to working between the hours of 6:00pm Friday to 6:00am Monday.**
- 3)) Effective July 1, 2025, all bargaining unit members that have used less than 42.50 hours of unscheduled absences during the period of July 1, 2025, to May 1, 2026 shall receive a one-time pay bonus of \$ 1200.00. The payment shall be made to the bargaining unit member before June 30, 2026.**
- 4) Effective July 1, 2025, all bargaining unit members that are promoted into a higher position within the bargaining unit shall receive a one-time bonus of \$2500 at the completion of the probationary period. The bargaining unit member is not eligible for this pay additive if they were voluntarily demoted from that position within the last year.**

Section 7: Overtime

- 1) Effective January 1, 2026, all bargaining unit members shall receive paid overtime to include Correctional Probation Supervisors, Correctional Probation Sr. Supervisors, Correctional Officer Lieutenants and Correctional Officer Captains for all hours of overtime worked. No member of the bargaining unit shall be allowed to work without compensation for each hour of work.**

for the State of Florida

for the PBA

**STATE OF FLORIDA
BEFORE THE JOINT SELECT COMMITTEE ON COLLECTIVE BARGAINING**

**In re: Florida State Lodge Fraternal Order of Police;
Florida Department of Law Enforcement Special Agent Bargaining Unit**

**FLORIDA STATE LODGE FRATERNAL ORDER OF
POLICE WRITTEN SUMMARY OF ISSUES AT IMPASSE**

Preliminary Statement

The Florida State Lodge Fraternal Order of Police (“FOP”) is honored to represent the Special Agents of the Florida Department of Law Enforcement (“FDLE”). FDLE Special Agents conduct independent investigations and coordinate multi-jurisdictional and major impact criminal investigations with local, state, and federal authorities within FDLE’s major focus areas: violent crime, economic crime, drug crime, public integrity, computer crime and domestic security/counterterrorism. Additionally, the FDLE investigates officer-involved shootings and in-custody incidents resulting in serious injury or death. Lastly, the Agents of the FDLE are responsible for the executive protection of the Governor and his family.

The FOP and the State Department of Management are at impasse on two issues: 1) Article 23 – Workday, Workweek and Overtime, and 2) Article 26 – Equipment and Service Awards. As this Committee serves a similar role as that of a special master, the FOP will proceed using the factors a special magistrate would use under § 447.405, Fla. Stat.

1. Hours of Work

The last proposal is attached hereto, which bargains for an amendment to Article 23 – “Workday, Workweek and Overtime.” The amendment proposes a normal work period for unit members of a 40 hour/7-day work period.

As background, the FLSA generally provides that all covered nonexempt employees are entitled to overtime pay of at least 1.5 times their regular rate for all hours worked over 40 in a workweek. The FLSA regulations define “workweek” as any fixed and regularly occurring period of 168 hours or 7 consecutive 24-hour periods. Section 7(k), however, provides that overtime pay for covered public law enforcement employees is calculated on a work period basis, rather than the typical 40-hour workweek. This is in part because of the “tour of duty” concept which is unique to law enforcement employees. Under Section 7(k), a work period is an established and regularly recurring period of work that is at least 7 but not more than 28 consecutive days.

Employees subject to the Section 7(k) exemption are still entitled to at least 1.5 times their regular rate of pay for each hour of overtime worked. However, for a work period of 28 days, no overtime compensation is required under Section 7(k) until law enforcement employees exceed 171 hours worked. For work periods of at least 7 but fewer than 28 days, the maximum hours standard reduces on a pro rata basis (i.e., 7 days/43 hours; 14 days/86 hours; 21 days/128 hours; 28 days/171 hours).

FDLE management has adhered to the 28 day/171-hour maximum hour standard, which has had the practical effect of “front loading” the number of hours a unit member will work in a month. Once a unit member approaches 171 hours of work before the end of the 28-day period,

management will force the member to take time off (“flex-time”). The time away from work, however, tends to be unrewarding as it is not planned. The effects of mandatory overtime are well documented: increased risk for accidents and injuries; greater chronic fatigue, stress, and related diseases; reduced parenting and family time; and diminished quality of goods and services – a serious public concern especially in providing law enforcement services.

The FOP’s proposal in reducing the work period to a 7-day cycle, would force management to more closely track personnel time at work, and relieve unit members from the personal and career stresses of persistent forced overtime.

Similar sized agencies which have a 40-hour work period for their law enforcement employees include the Hollywood Police Department, Hialeah Police Department, Davie Police Department, Tallahassee Police Department, and the West Palm Beach Police Department. Similar sized agencies which have an 80-hour work period for their law enforcement personnel include the Coral Springs Police Department and the Marion County Sheriff’s Office. State law enforcement agencies that have less than a 28-day work period include the Florida Fish and Wildlife Conservation Commission, which has an 80-hour work period and the Florida Highway Patrol, which has a 14 day/80-hour work period.

The FOP has not identified a local law enforcement agency in Florida with a 171-hour work period.

2. Equipment

The last proposal is attached hereto, which bargains for an amendment to Article 26 – “Equipment and Service Awards.” The FOP proposes the following changes to Section 2, the current clothing allowance provision of the Special Agent collective bargaining agreement:

- Increase to the Clothing Allowance –the FOP proposes that the clothing allowance provided to members be increased from the current \$500 annually, to \$1500 annually.

As the FDLE itself has explained in prior budget year narratives, the agency must recruit investigators with advanced investigative expertise and must have at least four years of sworn law enforcement experience or a bachelor’s or advanced degree from an accredited college or university with a major in criminology/criminal justice, accounting, finance, computer science or related fields. Agents interact on a regular basis with members of the judiciary, the Florida Bar, elected officials, and myriad other professionals. It is incumbent for FDLE agents to not only act professionally, but dress professionally as well. Business attire is required in most circumstances, and such attire is not issued by the agency. Considering that such attire is required for many of their duties, and that the cost of business attire has risen significantly since this provision was placed in the collective bargaining agreement years ago, the unit is asking for a small increase from \$500 to \$1500 annually.

Respectfully Submitted,

Paul A. Daragjati, Esq.
General Counsel,
Florida State Lodge, Fraternal Order of Police

ARTICLE [# 23]
[WORKDAY, WORKWEEK and OVERTIME]

[SECTION 1 – Overtime]

(A) ~~The normal workweek for each full-time employee shall be 40 hours.~~ The normal work period for unit members shall be a 40 hour/7-day extended work period as provided by Rule 60L-34.003 F.A.C., time worked after 40 hours in a permanent regular 7-day work schedule shall be paid as overtime.

(B) Work beyond the normal workweek or approved extended period shall be recognized in accordance with Rule 60L-34, F.A.C.; provided, however, that when an emergency is declared by the Governor and funds are available, employees who are assigned to the emergency area described in the Governor's Executive Order shall be subject to a 40-hour workweek while so assigned. The state and the Union will cooperate to secure funds for the payment of overtime to unit employees in the situation described herein.

(C) The Union agrees to support those changes in Rule 60L-34, F.A.C., that may be required in order for the state to be in compliance with the Fair Labor Standards Act as it is applied to public employees.

(D) If the agency has a plan approved in advance by the DMS, FLSA compensatory leave credits shall be granted, administered, and used as described below:
An employee who is filling an included position may, at the end of the approved extended period if mutually agreed to by the employee and supervisor, waive payment for overtime and have the overtime hours credited to "FLSA compensatory leave. If such approved election is made, the overtime hours will be credited as FLSA compensatory leave credits at the rate of one and one-half hours for each hour of overtime worked. An employee will only be permitted to accumulate a maximum of 80 hours of FLSA compensatory leave credits, which may be taken in any increments if agreed to by the employee and the supervisor. If mutual agreement is not reached, the supervisor may, with a minimum of five workdays notice, require the employee to use such leave credits at any time in increments of full workdays. However, all unused FLSA compensatory leave credits

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at the close of business on December 31 and June 30 shall be paid for at the employee's straight time regular hourly rate in accordance with Rule 60L-34, F.A.C., An employee who separates from the Career Service or moves to another state agency shall be paid for all unused FLSA compensatory leave in accordance with the above.

SECTION 2 – Workday

(A) The agency shall not require an employee to split a workday into two or more segments without the mutual agreement of the employee and the employer.

(B) Where employees are required to work extra hours during an approved extended work period, the state will make a good faith effort to offset such extra hours in eight-hour increments, provided this can be done prior to the end of the extended work period.

SECTION 3 – Rest Periods

(A) A supervisor shall not unreasonably deny an employee a 15-minute rest period during any four contiguous hours of work. It is recognized that staffing and work priorities may prevent such a rest period during a given workday. Additionally, many positions have a post of duty assignment that requires coverage for a full shift and does not permit the employee to leave his post. In those cases, the employee may be able to “rest” while the employee physically remains in the geographic location of his duty post. The employee is to remain responsive to calls during a rest period.

(B) Rest periods are not authorized for covering an employee's late arrival on duty or early departure from duty, and are not to be used contiguously with a meal break.

(C) A complaint concerning this Section may be grieved in accordance with Article 6 of this Agreement up to and including Step 2. The decision of the Agency Head or designee shall be final and binding on all parties.

SECTION 4 – Sick Leave Pool and Sick Leave Transfer

Employees shall be subject to the conditions, and have full access to the benefits, of the employing agency's existing sick leave pool and sick leave transfer plan.

SECTION 5 – Special Compensatory Leave

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(A) Special Compensatory Leave is defined as leave that is earned as a result of hours worked on a holiday, extra hours worked during an established work week which contains a holiday, or extra hours worked when a facility is closed under emergency conditions as provided in Rule 60L-34, F.A.C.

(B) Use of Special Compensatory Leave:

(1) When an employee earns special compensatory leave credits, the employee shall have 60 calendar days in which to use the earned special compensatory leave time.

(2) If the employee fails to use the earned special compensatory leave during the 60-day period, the supervisor shall schedule the employee to use the leave.

(3) An employee who has a leave balance in excess of 240 hours shall be required to use a minimum of 120 hours of the employee's earned special compensatory leave each calendar year or the amount necessary to bring the employee's special compensatory leave balance to 240 hours, whichever is less, prior to using any annual leave credits, unless such annual leave credits are being substituted for an employee's unpaid individual medical leave granted in accordance with the federal Family and Medical Leave Act (FMLA), or family medical leave or parental leave granted in accordance with section 110.221, F.S., the FMLA, or both.

(4) An employee who begins employment after July 1, 2013, shall only be permitted to accumulate a maximum of 240 hours of special compensatory leave credits, notwithstanding any additional hours worked on a holiday, during the established workweek containing a holiday, or during the closure of a facility during emergency conditions..]

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Article 26
EQUIPMENT AND SERVICE AWARDS

SECTION 1 – Accessories and Equipment

Accessories and equipment will include the following minimum requirements:

- (A) A service weapon gun belt, holster and accessories as appropriate for the employees.
Spare ammunition, and an appropriate case.
- (B) Spare ammunition, and an appropriate case.
- (C) Where hand-held radios are provided, they will be suitable for law enforcement use.
- (D) The agency shall provide bulletproof vests to employees and will develop a policy for replacement upon expiration of the guaranteed life of the vest as expressed by the manufacturer at the time of purchase.
- (E) The agency will select and provide to each employee at least one intermediate force weapon, as determined appropriate by the agency, and provide training in the use of such weapon.
- (F) Unless otherwise required by agency needs, vehicles shall be equipped by the manufacturer as provided by current state contract specifications for unmarked law enforcement vehicles.

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SECTION 2 – Clothing Allowance

Employees shall receive a clothing allowance in the amount of ~~\$500.00~~ **\$1500.00** annually.

SECTION 3 – Award

When an employee retires in good standing under any provision of the Florida Retirement System, including medical disability retirement, the employee shall be presented his badge, his service revolver or pistol, if one had been issued as part of the employee's equipment, and an identification card clearly marked "RETIRED" as provided in section 112.193, F.S., if one of the following conditions is met:

(A) The employee has 10 or more years of service as a sworn law enforcement officer for the State of Florida, including a minimum of 5 years of service in law enforcement at the agency; or

(B) After having completed the required probationary period, the employee separates from service at the agency due to a service-connected disability.

SECTION 4 – Award Program

The state agrees to promote a program of recognition awards for employees that shall include:

(A) Upon promotion, a framed certificate certifying the promotion.

(B) Awards for bravery and outstanding service.

(C) Service awards through the use of certificates, patches or pins recognizing years of service with the State; specifically recognizing 15, 20 and 25 years of service.

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(D) Upon normal retirement, an identification card and badge.

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