

1 A bill to be entitled
2 An act relating to state employee salaries; providing
3 a short title; providing a competitive pay adjustment
4 for state employees; requiring an appropriation;
5 providing for construction of the act in pari materia
6 with laws enacted during the 2015 Regular Session of
7 the Legislature; providing an effective date.

8
9 WHEREAS, the delivery of exceptional public service is
10 imperative in this state, a state that competitively seeks
11 business opportunities internationally and nationally,
12 encourages tourism, and invites businesses and their employees
13 to relocate here to live, work, and play, and

14 WHEREAS, state employees are responsible for providing
15 services critical to our quality of life, such as law
16 enforcement, corrections, road and waterway safety, clean water
17 and air, safe and high-quality educational opportunities, access
18 to and justice in our courts, protection against the spread of
19 contagious diseases and other public health issues, and
20 maintenance and operation of our gold standard public parks and
21 recreational areas, and

22 WHEREAS, it is imperative that Florida remains a desirable
23 place to live and work for current residents and businesses and
24 is inviting for tourists, new residents, out-of-state university
25 and college students, and new businesses that seek quality of
26 life features and accountability measures such as low crime,

27 | clean water and air, high-quality and safe educational
28 | opportunities, access to courts, a healthy and safe environment,
29 | protection from the spread of contagious diseases, quality
30 | infrastructure, and natural areas to enjoy with their families
31 | and friends, and

32 | WHEREAS, in 2013, state governments nationwide reported an
33 | average of 211 state government employees per 10,000 residents,
34 | while Florida reported only 108 state government employees per
35 | 10,000 residents, the lowest ratio in the nation, which is 48.8
36 | percent less than the national average, and

37 | WHEREAS, that same year, the state government national
38 | average was \$76 in employee payroll expenditures per state
39 | resident, while Florida's employee payroll expenditure was \$37
40 | per state resident, the lowest labor cost for state public
41 | services per resident in the nation, a ratio that is 51.3
42 | percent less than the national average, and

43 | WHEREAS, state jobs that provide for the public good often
44 | require rigorous education and training and the development of
45 | highly technical skills, and even though state employees are
46 | well-qualified for jobs in the competitive marketplace in for-
47 | profit corporations, state employees choose to work for the good
48 | of their neighbors, fellow citizens, and the excellence of
49 | Florida, and

50 | WHEREAS, under the present conditions, state employees are
51 | overburdened due to cutbacks and layoffs, which have reduced the
52 | efficiency and effectiveness of our state workforce, and

53 WHEREAS, the Office of Economic and Demographic Research
 54 estimates that general revenue will increase by 4.7 percent
 55 during the next fiscal year, and

56 WHEREAS, the Florida Revenue Estimating Conference has
 57 projected growth for fiscal year 2015-2016 of nearly \$1.1
 58 billion which is 4.0 percent over the latest fiscal year 2014-
 59 2015 estimate, and

60 WHEREAS, it is good business practice to treat each
 61 employee ethically and morally and to attend to employee morale,
 62 and

63 WHEREAS, modernizing tax collection through the Main Street
 64 Fairness and Marketplace Fairness Acts will allow for more
 65 complete collection of taxes owed to the state, and

66 WHEREAS, Florida's state employees are long-deserving of
 67 recognition for their steadfast performance of public service to
 68 the citizens of the state through receipt of a competitive pay
 69 adjustment, NOW, THEREFORE,

70
 71 Be It Enacted by the Legislature of the State of Florida:

72
 73 Section 1. This act may be cited as the "State Employee
 74 Fairness Act."

75 Section 2. (1) Effective July 1, 2015, each state
 76 employee is provided a competitive pay adjustment of 7 percent
 77 on the employee's June 30, 2015, base rate of pay.

78 (2) The Legislature shall appropriate funds necessary to

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79 implement this section.

80 Section 3. If any law amended by this act was also amended
81 by a law enacted during the 2015 Regular Session of the
82 Legislature, such laws shall be construed as if enacted during
83 the same session of the Legislature, and full effect shall be
84 given to each if possible.

85 Section 4. This act shall take effect July 1, 2015.