Florida Fish and Wildlife Conservation Commission
Chief Financial Officer
2022 Session Report - Week 7

**Senate**

There was no new budget activity this week. The Senate’s overall position on FWC’s budget remains the same as reported last week, with a total appropriation of $418.9 million and 2,124.50 FTE positions. The GAA (SB 2500), as introduced, can be found [HERE](#). The FWC budget starts on page 276, line item 1800.

The accompanying side-by-side analysis provides an overview of all issues. There are currently no proposed reductions, reversions, or trust fund sweeps in the bill.

**Employee Compensation:**

The Senate recommends an increase in minimum wage compensation to $15 per hour for FTE positions and employees filling a position funded through the Other Personal Services appropriations categories, effective July 1, 2022. Effective October 1, 2022, each agency is authorized to grant pay adjustments to eligible employees for the purpose of addressing compression and other pay inequity issues resulting from the implementation of the $15 per hour minimum wage or other salary adjustments authorized in the Senate bill.

Funds are provided in Specific Appropriation 2050 to provide for pay adjustments totaling an annualized amount of up to $40,000,000 from the General Revenue Fund and $60,000,000 from trust funds. The funds shall be distributed proportionately to agencies based on the aggregate amount of salaries for eligible employees with an annual base rate of pay of $52,000 or less as of May 1, 2022. The Executive Office of the Governor, in consultation with the appropriations committees of the Legislature, shall notify each state agency of its proportionate share of the funding by June 1, 2022.

Each state agency shall develop a plan for addressing compression and pay inequity issues, within its share of the funding specified in this subsection. The plans must:

- Give priority for pay adjustments to those eligible employees having salaries closest to a rate of $15 per hour;
- Address compression issues for eligible employees within the same class series;
- Address compression issues between eligible employees and the direct supervisor of those employees; and
- Not grant any pay adjustment that is greater than 10% of an eligible employee’s base rate of pay as of July 31, 2022.

The plan shall include the recommended pay adjustments by position, and justification for how the recommendations comport to the guidelines set forth in this subparagraph. Each
agency must submit its plan by August 1, 2022, to the Governor, President of the Senate, and Speaker of the House of Representatives. These funds shall be held in reserve until budget amendments submitted for the distribution of these funds are approved by the Legislative Budget Commission, pursuant to the provisions of chapter 216, Florida Statutes.

**Special Pay Issues:**
State Law Enforcement Officers:

The bill defines, "sworn law enforcement officer" as each unit employee in the law enforcement collective bargaining unit, special agent collective bargaining unit, and Florida Highway Patrol collective bargaining unit; and each non-unit employee in the following position classifications certified as a law enforcement officer pursuant to s.943.13, Florida Statutes:

Fish and Wildlife Conservation Commission: Law Enforcement Lieutenant (8522); Law Enforcement Captain (8525); Law Enforcement Manager (8565); Law Enforcement Program Administrator (8798); Law Enforcement Section Leader (9154); Deputy Director of Law Enforcement (9498); Director of Law Enforcement (9694).

Pay Additives and Other Incentive Programs:
The Fish and Wildlife Conservation Commission may provide a duty officer shift differential pay additive of 10% and a midnight shift differential of 15% to duty officers who are assigned to work those respective shifts.

**Budget Conforming and Implementing Bills:**
Budget conforming bills are bills traveling with the GAA that contain substantive changes to law that are necessary to support the budget as outlined in the GAA. The Implementing Bill is a single bill that contains directions, effective for one fiscal year only, for executing the GAA. The Senate Implementing Bill (SB 2502) is available HERE.

**House**

There was no new budget activity this week. The House’s position on FWC’s budget remains the same as reported last week with $452 million and 2,141.5 FTE positions. The House GAA, as introduced, can be found HERE. The FWC budget starts on page 262, line item 1800.

The accompanying side-by-side analysis provides an overview of all issues. There are currently no proposed reductions, reversions, or trust fund sweeps in the bill.
**Employee Compensation:**
The House recommends an increase in compensation to each eligible employee’s June 30, 2022, base rate of pay by 5.38% to address rising inflation. This inflation pay adjustment shall apply to each eligible employee in the Career Service, the Selected Exempt Service, the Senior Management Service, the lottery pay plan, the judicial branch pay plan, the legislative pay plan, the pay plans administered by the Justice Administration Commission, a military employee of the Florida National Guard on full-time military duty, and a non-career service employee of the Florida School for the Deaf and the Blind. Employees classified as Other Personal Services are not eligible for an increase. This inflation pay adjustment shall be made before any other adjustments authorized in subsection (2) of Section 8 in the House bill.

**Special Pay Issues:**
**State Law Enforcement Officers:**
Effective July 1, 2022, funds are provided in Specific Appropriation 2050 to grant an additional 5% increase to each eligible sworn law enforcement officer’s June 30, 2022, base rate of pay, after the inflation pay adjustment is made pursuant to paragraph (1)(b). For the purposes of this paragraph, "sworn law enforcement officer" means an eligible employee of the following agencies and classification codes who is designated as a sworn law enforcement officer:

Fish and Wildlife Conservation Commission: Law Enforcement Officer (8515); Law Enforcement Investigator I (8540); Law Enforcement Corporal (8517); Law Enforcement Lieutenant (8522); Law Enforcement Captain (8525); Law Enforcement Airplane Pilot I (8532); Law Enforcement Pilot II (8534); Law Enforcement Investigator II (8541); Law Enforcement Manager (8565); Law Enforcement Program Administrator (8798); Law Enforcement Section Leader (9154); Deputy Director of Law Enforcement (9498); and Director of Law Enforcement (9694).

**Budget Conforming Bills:**
Budget conforming bills are bills traveling with the GAA that contain substantive changes to law that are necessary to support the budget as outlined in the GAA. The Implementing Bill is a single bill that contains directions, effective for one fiscal year only, for executing the GAA. The House Implementing Bill (HB 5003) is available [HERE](#).
Next Steps

Now that the Senate and House have each passed their respective budgets, procedurally they are positioned to hold a Budget Conference to work out the differences. The House passed its versions of the budget bills and sent them to the Senate, requesting that the Senate pass the bills as passed by the House or agree to include the bills in the Budget Conference. The Senate refused to pass the bills as passed by the House. Instead, the Senate amended the House bills to contain the substance of the Senate bills, and as such, has acceded to the request for a Budget Conference and sent the amended House bills back to the House for concurrence. The House, having refused to concur with the Senate amendments, has set the stage for commencement of the Budget Conference (to see the differences between the two versions, refer to the bills linked above, or in the accompanying side-by-side analysis). Once the differences are resolved, the Senate and House will then take up the agreed-upon conference budget bills and, following a 72-hour public review period, each chamber will adopt and vote on the final version of the budget. When passed, the Legislature will send the bills to the Governor for final action. After the Governor completes his line-item veto list, the State will have its beginning budget for Fiscal Year 2022-23.