

Article 25

WAGES

SECTION 1 – General Wage Increase for Fiscal Year 2006-2007

Based on funds provided in the Fiscal Year 2006-2007 General Appropriations Act, all eligible employees in the Unit shall receive the following:

(A) Effective October 1, 2006, each full-time eligible employee shall receive a general wage increase of 3.0 percent to the employee's September 30, 2006, base rate of pay.

(B) Effective October 1, 2006, the minimums for each pay grade and pay band shall be increased by no more than 2.0 percent and the maximums for each pay grade and pay band shall be increased by at least 3.0 percent. After the maximum of the pay grade or pay band is increased, if an employee's base rate of pay is equal to or greater than the adjusted maximum of the employee's pay grade and pay band, the employee will be granted a prorated one-time, lump sum payment in lieu of an increase to the employee's base rate of pay. When an employee's base rate of pay is less than the adjusted maximum of the employee's pay grade or pay band and the increase to the base rate will be greater than the adjusted maximum, the employee's salary will be increased to the adjusted maximum and the portion of the increase that exceeds the adjusted maximum shall be granted in a one-time lump sum payment.

(C) References to "eligible" employees refer to employees who are, at a minimum, meeting the required performance standards as determined by agency heads or their designees. If an ineligible employee meets or exceeds the performance standards subsequent to the salary increase implementation date, but on or before the end of the fiscal year, the employee shall receive an increase; however, such increase shall be effective on the date the employee becomes eligible, not retroactively.

(D) To receive a salary increase authorized by this section, the eligible employee must be employed in an established position by the state. For purposes of this section "established position" is as that term is defined in section 110.107(14), Florida Statutes.

(E) An employee on leave without pay on October 1, 2006, shall receive the salary increase effective on the date the employee returns to pay status.

(F) An employee whose established work schedule is less than twelve months shall receive the salary increase effective on October 1, 2006, except that the salary increase shall be prorated based on the number of months in the approved work schedule.

(G) Eligible part-time employees in established positions shall receive the salary increase effective October 1, 2006, except that the increase will be prorated based on the full time equivalency of the employees' positions.

SECTION 2 – Special Pay Issues

In accordance with funding in the 2006-2007 General Appropriations Act, the State agrees to implement the following special pay issues in Fiscal Year 2006-2007:

(A)1 Effective June 1, 2007, to implement the Performance Based Compensation Plan at the Florida Department of Law Enforcement, each full-time Unit employee at that agency shall receive a 2.0 percent salary increase for employees who exceed performance expectations outlined in that agency's employee work plans.

(A)2 To implement the Sworn Structured Retention and Recruitment Plan at the Florida Department of Law Enforcement, each full-time employee at that agency in the following classes:

Class Code	Class Title
8581	Special Agent
8584	Special Agent Supervisor
8590	Inspector

who have achieved performance expectations, have no disciplinary actions and have not been placed on a performance improvement plan for the last twelve months shall receive a competitive class adjustment based on the number of years in service in an eligible class as of December 31, 2006, as follows:

Years of Service	Salary Increase
3 years but less than 6 years	\$3,000.00
6 years but less than 10 years	\$5,000.00
10 years but less than 16 years	\$4,000.00
16 years and over	\$3,000.00

Note: Employees on Drop as of December 31, 2006, are not eligible.

Provided, however, that employees who received an equivalent adjustment pursuant to legislative appropriation in Fiscal Year 2003-2004 are not eligible to receive this adjustment for the same years of service period. No payout under this plan shall be made before January 1, 2007.

SECTION 3 – Pay Provisions

Based on an Agency's determination that sufficient funds and salary rate are available, the State and the Union agree that the State may approve salary additives in accordance with Rule Chapter 60L-32, Florida Administrative Code.

SECTION 4 – Cash Payout of Annual Leave

Permanent Career Service employees may be given the option of receiving up to twenty-four (24) hours of unused annual leave each December in the form of a cash payout, subject to, and in accordance with, section 110.219(7), Florida Statutes.


RECOMMENDED FOR THE STATE OF FLORIDA



MICHAEL MATTIMORE
CHIEF NEGOTIATOR

9-8-2006

Date



TOM LEWIS, Jr.
SECRETARY OF MANAGEMENT SERVICES

11/3/06

Date

APPROVED FOR THE STATE OF FLORIDA

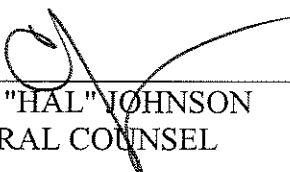


JEB BUSH
GOVERNOR

12-6-06

Date

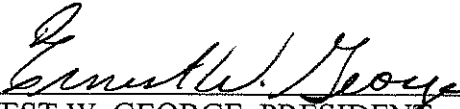
APPROVED FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.



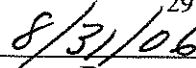
GENE "HAL" JOHNSON
GENERAL COUNSEL

8/29/06

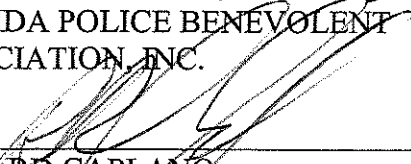
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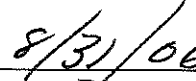
ERNEST W. GEORGE, PRESIDENT
FLORIDA POLICE BENEVOLENT
ASSOCIATION, INC.



Date



RICHARD CAPLANO
PRESIDENT, STATE LAW ENFORCEMENT
OFFICERS CHAPTER



Date