



Florida Police Benevolent Association, Inc.

State of Florida
Security Services Unit
Notice of Ratification Election

ELECTION PROCEDURE:

1. **Election Notice** will be posted on the Florida PBA website for all bargaining unit employees on or about **Wednesday August 2, 2023**. Contract information is posted on www.flpba.org.
2. **Election Notice and Ballot** will be mailed to all bargaining unit employees on **Wednesday, August 9, 2023** containing the following:
 - a. Notice and explanation of voting procedure
 - b. Ratification election ballot and secret ballot envelope
 - c. Return envelope
3. **Election Count Meeting** will be held at 6:00 p.m., **Thursday, August 31, 2023**, at the Florida PBA Office, 300 E. Brevard Street, Tallahassee, Florida 32301 [1-800-733-3722]. **All ballots must be received by the Florida PBA by 5:00 p.m. on Thursday, August 31, 2023.** The ratification election vote count is open to all bargaining unit employees regardless of membership. The results will be announced at the end of the election vote count.
4. All bargaining unit employees are eligible to vote, regardless of membership in Florida PBA.

CLASSES ELIGIBLE TO VOTE

Employees in the following classes are eligible to vote:

Correctional Probation Officer	Correctional Officer
Correctional Probation Officer – Institution	Correctional Officer Sergeant
Correctional Probation Senior Officer	Correctional Officer Lieutenant
Correctional Probation Specialist	Correctional Officer Captain
Correctional Probation Senior Officer – Institution	Institutional Security Specialist I
Correctional Probation Supervisor	Institutional Security Specialist II
Correctional Probation Senior Supervisor	Institutional Security Specialist Shift Supervisor

NOTICE: ELECTION PROCEDURES

During the election process, the Florida PBA will utilize the following election procedures:

- (1) An advance notice of ratification election will be posted on the Florida PBA website approximately one (1) week before the ballots are mailed.
- (2) The election information and ballots will be mailed to the bargaining unit members' **People First addresses**.
- (3) Finally, the election ballot and information will be mailed to members in numbered envelopes and the return envelope (not the secret ballot envelope) will be identically numbered. (The secrecy of your vote will be maintained.)

Information relating to or a copy of the proposed agreement can be viewed at www.flpba.org or can be obtained by calling Florida PBA at (800) 733-3722, ext. 427.

Al Shopp, Election Trustee

STATE OF FLORIDA
SECURITY SERVICES BARGAINING UNIT

VOTE ON 2023-2026 SUCCESSOR AGREEMENT

The Security Services Bargaining Unit consists of three employee groups - State Correctional Officers, State Correctional Probation Officers, and Institutional Security Specialists who are employed by the Department of Children & Families, or the Agency for Persons with Disabilities. This contract has been in effect since 2023. All articles were opened during this year's bargaining period with changes to the following:

1. Article 25 - Wages
2. Article 27 - Health Insurance
3. Article 34 - Duration

The summaries describe how each article was resolved either through a "Tentative Agreement" between the parties, or by "Impasse Resolution" of the Legislature. Please read through the summaries below, or go to our website for more information:

Article 25 - Wages - The 2023 Florida Legislature imposed the following to be effective July 1, 2023.

SECTION 1 – General Pay Provisions

Pay shall be in accordance with the authority provided in the Fiscal Year 2023-2024 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 2023-2024 General Appropriations Act.

SECTION 3 – Performance Pay

In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2023-2024, 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 – Inflation and Competitive Pay Adjustment

In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2023-2024, effective July 1, 2023, each eligible employee's June 30, 2023, base rate of pay shall be increased by 5.0 percent to address elevated inflation and provide a competitive pay adjustment. This inflation and pay adjustment shall be made before any other adjustments.

SECTION 5 – Other Pay Provisions

(A) Department of Corrections

(1) In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2023-2024, if after the inflation and competitive pay adjustment, the minimum annual base rate for any employee in the following classes is below the amount indicated below, such employees shall be provided an increase, effective July 1, 2023, to bring their respective salary to the new adjusted annual base rate of:

- (a) Correctional Officer (8003) \$45,760
- (b) Correctional Officer Sergeant (8005)\$50,336
- (c) Correctional Officer Lieutenant (8011)\$57,887
- (d) Correctional Officer Captain (8013).....\$63,675
- (e) Correctional Probation Officer (8036)..... \$45,760
- (f) Correctional Probation Senior Officer (8039) \$52,624
- (g) Correctional Probation Specialist (8040).....\$52,624
- (h) Correctional Probation Supervisor (8045)\$57,887
- (i) Correctional Probation Senior Supervisor (8046).....\$63,675

(2) In accordance with the General Appropriations Act for Fiscal Year 2023 - 2024, effective July 1, 2023, the Department of Corrections is further authorized to implement a special pay adjustment to the annual base rate of pay, after the inflation and competitive pay adjustment and the new minimum annual base pay adjustment, for each eligible employee in the classes listed in subparagraph (1) above, as follows:

(a) \$1,000 special pay adjustment for each employee with at least two years but less than three years of combined continuous service in one or more of the classes listed in Section 8(2)(b)2. of the Fiscal Year 2023-2024 General Appropriations Act.

(b) \$500 special pay adjustment for each employee with at least five years but less than six years of combined continuous service in one or more of the classes listed in Section 8(2)(b)2. of the Fiscal Year 2023-2024 General Appropriations Act.

(c) \$1,000 special pay adjustment for each employee with at least eight years but less than nine years of combined continuous service in one or more of the classes listed in Section 8(2)(b)2. of the Fiscal Year 2023-2024 General Appropriations Act.

Article 27 - Health Insurance - The following article was resolved by the Legislature and tentatively agreed upon by the parties during negotiations. Effective July 1, 2023.

In accordance with Section 8 of the General Appropriations Act for Fiscal Year 2023-2024, the benefits and employee share of premiums for the State Group Health Insurance Plans shall remain unchanged for Fiscal Year 2023-2024.

Article 34 - Duration - Non-Economic Articles Tentatively Agreed Upon by the Parties. Effective upon contract ratification.

SECTION 1 – Term

This Agreement shall remain in full force and effect through the 30th day of June 2026. The Agreement may be extended in the manner set forth in the following paragraph. The state and the Union agree that Article 25 – Wages, Article 27 – Insurance Benefits, and any other three (3) articles within this Agreement that either party desires to reopen, shall be subject to reopener negotiations for Fiscal Year 2024-2025 and Fiscal Year 2025-2026.

In the event that the state and the PBA fail to secure a successor (or reopener) Agreement prior to the expiration date of this Agreement, the current Agreement shall remain in full force and effect until such time the successor (or reopener) has been ratified by the Governor.

SECTION 2 – Termination

In the event that either party desires to terminate or modify this Agreement, written notice must be given to the other party not less than ten days prior to the desired termination date, which shall not be before the anniversary date set forth in Section 1 above.

A copy of the full proposed agreement can be viewed at www.flpba.org. The PBA recommends you review the agreement before voting.