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HB 683

2014 Legislature

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 2 An act relating to Hillsborough County; amending
 3 chapter 2000-445, Laws of Florida, relating to the
 4 Civil Service Act; providing an agency or authority
 5 with the ability to opt out of or opt into provisions
 6 of the act that regulate personnel functions;
 7 authorizing an agency or authority that has elected to
 8 opt out of certain personnel functions to contract
 9 with the Civil Service Board to provide the same
 10 personnel functions in a nonregulatory capacity;
 11 providing for an appropriation to the Civil Service
 12 Board to carry out the purposes of the act; requiring
 13 the commission to consider the level of services
 14 provided by the Civil Service Board to the
 15 participating agencies or authorities; providing an
 16 effective date.

17
 18 Be It Enacted by the Legislature of the State of Florida:

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 20 Section 1. Sections 4 and 15 of chapter 2000-445, Laws of
 21 Florida, are amended to read:

22 Section 4. Application.—

23 (1) The provisions of this act apply to all classified
 24 personnel employed by the following agencies or authorities
 25 within the county: the commission, the county administrator,
 26 clerk of the circuit court, supervisor of elections, property

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27 appraiser, tax collector, sheriff, environmental protection
28 commission, aviation authority, port authority, planning
29 commission, public transportation commission, expressway
30 authority, law library, legislative delegation, soil and water
31 conservation district, civil service board, sports authority,
32 children's board, county attorney, arts council, victim
33 assistance, and any other agency or authority not expressly
34 exempt from this act. Each municipality in the county, the
35 judiciary, and the District School Board of the county are
36 expressly exempt from this act until and unless each executes an
37 interlocal agreement with the board pursuant to general law.
38 Positions within the Administrative Office of the Courts which
39 were classified as of January 1, 1998, and which are funded by
40 the county are subject to section 13 of this act.

41 (2) Each agency or authority listed in this section that
42 is not expressly exempt from this act remains subject to
43 sections 11 and 12. With respect to the remaining provisions of
44 this act, each agency or authority has the option to either opt
45 out of or opt into any provision that relates to personnel
46 functions by providing notice to the board during the election
47 period as provided in this subsection. Personnel functions
48 subject to the opt-out or opt-in election include, but are not
49 limited to, employee recruitment; selection and hiring process;
50 creation and adoption of classification plans, benefit plans,
51 and pay plans; promotions; abolition and creation of positions;
52 filling vacancies; performance review and evaluation systems;

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53 reductions in force and methods of reemployment; guidelines for
54 leave; determination of classified service status and tenure;
55 and any other human resources functions. The agency or authority
56 that has elected to opt out of or opt into any provision of this
57 act has the exclusive authority to determine which corresponding
58 Civil Service Rules shall apply to that specific agency or
59 authority.

60 (a) The notice shall cite the specific provision of this
61 act that the agency or authority has elected to either opt out
62 of or opt into, and identify the group of employees subject to
63 the opt-out or opt-in election, including designations based on
64 job classifications, divisions, dates of employment, or any
65 other delineated group of employees as determined by the agency
66 or authority. The notice shall also identify the personnel
67 functions that are covered by the opt-out or opt-in election.

68 (b) For the initial election period, the agency or
69 authority shall provide notice of its opt-out or opt-in election
70 on or after July 1, 2014, but not later than July 31, 2014, with
71 an implementation date for the election to be October 1, 2014.
72 For each election period thereafter, the agency or authority
73 shall provide notice of its opt-out or opt-in election on or
74 after December 1 but not later than December 31 of that year,
75 with an implementation date for the election to be the first day
76 of the next fiscal year.

77 (c) If an agency or authority does not submit notice of
78 its opt-out or opt-in election to the board during any

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79 designated election period, the provisions of this act
80 applicable to the agency or authority before the election period
81 shall remain in effect. An agency or authority that elects to
82 opt out of any personnel function regulated by this act may, at
83 its discretion, contract with the board to continue to provide
84 the same personnel functions in a nonregulatory capacity.

85 Section 15. Appropriation for the board.—The commission
86 shall appropriate to the board annually a sum of money equal to
87 not less than sixty-five hundredths of 1 percent of the
88 classified personnel payroll of the fiscal year just ended, less
89 the cost of providing any personnel functions that an agency or
90 authority has chosen to opt out of, in order to enable the board
91 to properly carry out the purposes of this act. In determining
92 the annual appropriation of funds, the commission shall also
93 consider the cost of personnel functions provided to agencies or
94 authorities that have contracted with the board for some or all
95 of the personnel functions of which it has opted out, and any
96 additional personnel functions that the board has contracted
97 with an agency or authority to provide. It is the duty of the
98 authorities having charge of the public buildings of such county
99 to allow the reasonable use of public buildings and rooms for
100 the holding of any activity of the board provided for by this
101 act and to provide quarters for the use of the board.

102 Section 2. This act shall take effect July 1, 2014.