



COOPERATE TO MEET NEEDS

'LET'S MAKE FLORIDA HAPPEN'

The American Federation of State, County, and Municipal Employees (AFSCME) Florida negotiates with the state for wages, benefits and working conditions for all members of the bargaining unit. Unfortunately, due to increasing private and public competition, there is a severe shortage of state workers. This is a huge concern state workers share with those responsible for recruiting, hiring and retaining vital state workers. The main concern is that the remaining workers are challenged to provide the services the growing number of residents of Florida demand.

Florida has the lowest ratio of state government workers relative to the state population by far. In 2020, our state ranked dead last – with only 85 full time workers to 10,000 residents, compared to a national average of 169, nearly twice as many. If part-time workers are included, the disparity is even greater with 99 workers in comparison to the national average of 208 for every 10,000 residents.

Elected leaders and all stakeholders must collaborate in partnership to address the disparity in order to ensure the critical needs of our growing populations are met and that business services are provided to assist small businesses in growing the economy. These vital functions of the state government are currently lacking qualified workers despite increasing social and business needs.

To address the disparity, AFSCME Florida respectfully recommends the following for your consideration:

- Recognize current employees experience and expertise with an increase in wages based on the number of years they have been in service;
- Facilitate safe and uniform working conditions by allowing home-based work throughout all state agencies when the nature of the work allows it;
- Offer OPS workers full-time positions once they have served a minimum of three years;
- Allow workers easy access to representatives who can solve problems before they decide to exit state employment; and,
- Institute a hiring bonus for key positions to attract qualified new workers.

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