

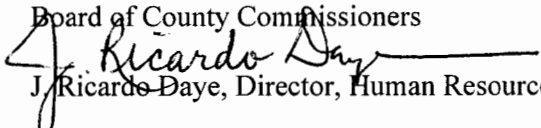


APPROVED
BY ORANGE COUNTY BOARD
OF COUNTY COMMISSIONERS
MAY 06 2014 NP/CAS

Memorandum

April 23, 2014

To: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

From: 
J. Ricardo Daye, Director, Human Resources Division

Contact: Pati Giambarberee, Human Resources Administrator
407-836-5828

Subject: **CONSENT AGENDA – May 6, 2014
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 2057
FISCAL YEARS 2012-13 through 2014-15
Retroactivity for Recently Promoted Employees**

On Tuesday, March 11, 2014, the Board of County Commissioners approved the Orange County Professional Firefighters Association, Local 2057, International Association of Firefighters (IAFF) Collective Bargaining Unit Agreement for Fiscal Years 2012-13, 2013-14 and 2014-15. The approval of this item also granted retroactive salary increases to several employees (listed in the Item) who were otherwise excluded due to the lengthy negotiations process and the fact that they were now in a different bargaining unit (the Battalion Chiefs).

Subsequently, the following IAFF employees' promotions coincided with the above-referenced Board approval and implementation of the bargaining unit agreement for Years 2012-13 through 2014-15. That has resulted in those employees being overlooked for the appropriate retroactive salary increases for Fiscal Year 2012-13 and/or Fiscal Year 2013-14. Retroactive salary increases, in accordance with the contract methodology, for the cited years are necessary for those employees in order to account for the time spent within the IAFF rank and file bargaining unit agreement prior to the promotion. The impacted employees are:

ID# 107485
ID# 107491
ID# 114400
ID# 105245

Actions Requested:

Approval to grant the IAFF FY2012-13 and/or FY2013-14 retroactive salary increases to the listed employees who were promoted during the implementation of the bargaining unit agreement.

c: Ajit Lalchandani, County Administrator
Eric Gassman, Chief Accountability Officer
Linda Weinberg, Deputy County Administrator
Chris Testerman, Assistant County Administrator
Jim Harrison, Assistant County Administrator
Pati Giambarberee, HR Administrator, Human Resources