



Sheriff Jerry L. Demings

ORANGE COUNTY SHERIFF'S OFFICE

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SEE MINUTES
FOR MOTION

December 9, 2014 DEC 16 2014 KH/BS

The Honorable Teresa Jacobs, Orange County Mayor
and Board of County Commissioners
Orange County Administration Building
201 S. Rosalind Avenue
Orlando, Florida 32801

RE: Funding Request for Collective Bargaining Agreement with Fraternal Order of Police
Lodge #93

Dear Mayor Jacobs and County Commissioners:

My collective bargaining team and the FOP Lodge #93 have reached a tentative agreement on a three year contract for Fiscal Years 2014/15, 2015/16 and 2016/17. The bargaining unit members will hold a ratification vote on December 11 and 12, 2014.

The highlights of the agreement are as follows:

- FY 2014/15 - Bargaining unit members will advance one step (3%) or receive a 3% lump sum if they are topped out. This payment will be retroactive to October 3, 2014. Upon approval by the Board, the pay scale for all bargaining unit members will increase by 1.5%.
- FY 2015/16 - All bargaining unit members will advance one step (3%) or receive a 3% lump sum if they are topped out effective October 2, 2015. The pay scale for all bargaining unit members will increase by 1.5%.
- FY 2016/17 - All bargaining unit members will advance one step (3%) or receive a 3% lump sum if they are topped out effective October 14, 2016.
- Other issues - This agreement maintains mostly status quo language. Minor changes to transfers and promotions and union pool time were agreed upon.

This agreement is the result of months of negotiations. In a time of numerous upcoming retirements and increased competition for hiring new deputies, this contract provides for an annual step increase consistent with other county bargaining units and a slight market adjustment for the first two years, to maintain our competitive position in the local market.



*The First Agency in Orange County to Receive Both
International and State Accreditation.*

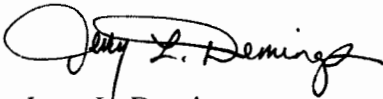


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In order to implement this agreement, an additional \$966,500 will be needed in FY 2014/15 to fund the pay plan adjustment for FY 2014/15. Funds for the pay plan adjustment and step increases for years two and three will be included in the annual budget request. If not funded by the Board for the first two years, we will re-open negotiations on wages and a limited number of articles. If not funded in year three, the entire agreement will be subject to renegotiation. Your offices will be contacted for a briefing on the agreement and the funding request.

Action Requested: Approval of an additional \$966,500 for FY 2014/15 to fund the pay plan adjustment from January to September 2015 and funding approval for the pay plan adjustment and step increases for FY 2015/16 and a step increase for FY 2016/17 as presented to the Board on December 16, 2014 and in the annual budgets for FY 2016 and FY 2017.

Sincerely,



Jerry L. Demings
Sheriff of Orange County

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- c: Ajit Lalchandani, County Administrator
- Eric Gassman, Chief Accountability Officer
- Sharon Donoghue, Director of Human Resources
- Orange County Sheriff's Office
- Captain Bruce McMullen, Employee and Labor Relations Manager
- Orange County Sheriff's Office
- Jay Smith, FOP Lodge #93 Labor Council Chairman
- Larry Lockwood, FOP Lodge #93 President