

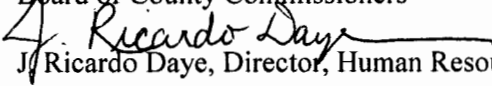


APPROVED
BY ORANGE COUNTY BOARD
OF COUNTY COMMISSIONERS
SEP 15 2015 JWB

Memorandum

August 31, 2015

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

From: 
Ricardo Daye, Director, Human Resources Division

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

Subject: **CONSENT AGENDA – September 15, 2015**
Fiscal Year 2014-15 Increase for Employee ID#109048

On March 11, 2015, the Florida State Lodge Fraternal Order of Police Lieutenants (FOP-Lt) bargaining unit agreement was approved by the Board of County Commissioners. On June 30, 2015, the FOP Charles Brookfield Lodge #86 (FOP) bargaining unit agreement was approved by the Board. Both contracts were for Fiscal Year 2014-15 wages and were retroactive to the first full pay period in October, 2014.

As a result of the retroactive approval dates for the above reference bargaining unit agreements, employee ID #109048 did not receive a Fiscal Year 2014-15 salary increase. The employee promoted from the FOP employee group to the FOP-Lt employee group on October 26, 2014. Due to the timing of the employee's promotion and the date of the Board approval of the bargaining unit agreements, the employee failed to receive the 3% increase.

The employee has filled a critical position within the Corrections Department and should not be penalized due to the timing of the promotion and bargaining unit agreement approvals. Since the intent of the Board was to grant all employees a Fiscal Year increase of 3%, it is requested the employee be granted the increase retroactive to October 12, 2014.

Actions Requested:

Approval of a 3% Fiscal Year 2014-15 salary increase to ID# 109048 retroactive to October 12, 2014.

c: Ajit Lalchandani, County Administrator
Eric Gassman, Chief Accountability Officer
George Ralls, Deputy County Administrator
Pati Giambarberee, HR Administrator, Human Resources