


BCC Mtg. Date: Aug. 02, 2016



## Memorandum

DATE: July 18, 2016

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

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

SUBJECT: **CONSENT AGENDA – August 2, 2016  
COLLECTIVE BARGAINING AGREEMENT,  
Florida State Lodge Fraternal Order of Police – Lieutenants Contract Article  
18 - Wages for Fiscal Year 2015-16**

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The County's negotiation team and the Florida State Lodge Fraternal Order of Police, representing the Lieutenants at Orange County Corrections have reached concurrence on Article 18 – Wages for Fiscal Year 2015-16. This represents the third year of a three year contract. A ratification vote is scheduled to be held with the members approving the Bargaining Unit Agreement.

For Fiscal Year 2015-16, the agreement represents a 3.5% increase to wages for all employees in the bargaining unit as of October 11, 2015 and continuing to be in the bargaining unit at the time of the article's implementation, regardless of whether the increase places the employee over the maximum of the pay range. No other changes were made to the contract.

Due to extended negotiations, employee ID#106445 is scheduled to retire as of July 31, 2016, after having served thirty-one years of County service. It is requested that the employee be granted the same 3.5% increase to wages as of October 11, 2015, thereby allowing retroactive payment both on wages and any applicable leave payouts.

Your offices will be contacted regarding this agenda item.

### Action Requested:

**Approval of Collective Bargaining Agreement between Florida State Lodge Fraternal Order of Police – Lieutenants and Orange County, Article 18 – Wages for Fiscal Year 2015-2016 and wage increase to ID#106445 retroactive to October 11, 2015.**

c: Ajit Lalchandani, County Administrator  
Eric Gassman, Chief Accountability Officer  
George Ralls, Acting Deputy County Administrator  
Reginald C. Davis, HR Section Manager

## ARTICLE 18

### WAGES

#### 18.1 WAGE INCREASES

The County will pay wages to employees in accordance with the following.

- A. For Fiscal Year 2013-14, effective October 13, 2013, all bargaining unit employees on the active payroll, who meets or exceeds the performance requirements of the position on the annual evaluation, as of that date will receive a 3% wage increase.

For Fiscal Year 2014-15, effective October 12, 2014, all bargaining unit employees on the active payroll, who meets or exceeds the performance requirements of the position on the annual evaluation, as of that date will receive a 3% wage increase. Retroactivity will be paid to those employees in the bargaining unit as of October 12, 2014 and continue to be employed in the bargaining unit as of the pay period the retroactive pay is paid. *Approved 3-24-15 by Board of County Commissioners.*

- B. For Fiscal Year 2015-16, ~~this article will automatically reopen for negotiations, and any wage increases or modification to this article for Fiscal Year 2015-16 will be determined through the collective bargaining process.~~ effective October 11, 2015, all bargaining unit employees on the active payroll, who meets or exceeds the performance requirements of the position on the annual evaluation, as of that date will receive a 3.5% wage increase. Retroactivity will be paid to those employees in the bargaining unit as of October 11, 2015, and who continue to be employed in the bargaining unit as of the pay period the retroactive pay is paid, and to those as approved by the Board of County Commissioners.
- C. Increases for any Fiscal Year after Fiscal Year 2015-16 shall be determined through the collective bargaining process.