




## Memorandum

APPROVED BY ORANGE  
COUNTY BOARD OF COUNTY  
COMMISSIONERS

BCC Mtg. Date: August 23, 2016

DATE: August 5, 2016

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

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

SUBJECT: CONSENT AGENDA – August 23, 2016  
The Charles E. Brookfield Lodge #86 of The Fraternal Order  
of Police (FOP) Bargaining Unit Agreement – Article 27 -  
Wages for Fiscal Year 2015-16

Contact: Samantha Maxwell, Sr. HR Analyst, (407) 836-5829  
Reginald C. Davis, HR Section Manager, (407) 836-5479

The County's negotiation team and the Charles E. Brookfield Lodge #86 of The Fraternal Order of Police (FOP) have reached concurrence on Article 27 - Wages for Fiscal Year 2015-2016. This represents the third year of a three-year contract. A Union 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 in the contract.

Your offices will be contacted regarding this agenda item.

### Action Requested:

**Approval of the Collective Bargaining Agreement Between Orange County, Florida and The Charles E. Brookfield Lodge #86 of The Fraternal Order of Police (FOP) Bargaining Unit, Article 27 - Wages for Fiscal Year 2015-2016.**

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

## **ARTICLE 27**

### **WAGES**

#### **27.1 WAGE INCREASES**

For Fiscal Year 2015-16, effective October 11, 2015, all bargaining unit employees on the active payroll as of the first full pay period following Board approval will receive a 3.5% wage increase. This will be accomplished by adding 3.5% to the base pay of Classification Officers and adjusting the range maximum as identified in Appendix A. All other bargaining unit employees shall advance one step (from their current step) in the Fiscal Year 2015-16 Step Pay Plans (See Appendix A), which reflect a structure adjustment based on a 1.5% increase to the minimum (Step1) from the Fiscal Year 2014-15 Step Pay Plans.

Employees eligible for the retroactive portion of the base wage increase will be paid in a lump sum to those employees in the bargaining unit as of October 11, 2015 and continuing to be in the bargaining unit and on active payroll, upon implementation of the base wage increase. This retroactive portion of the base wage increase will be calculated by multiplying the sum of Fiscal Year 2015-16 wages (which includes salary and overtime), while in a bargaining unit position under this Agreement from the first full pay period in Fiscal Year 2015-16 until implementation of the above cited 2015-16 base wage increase by 3.5%.

- A. Increases for any Fiscal Year after Fiscal Year 2015-16 shall be determined through the collective bargaining process.
- B. New employees will be hired at the starting rate of pay for each position; however, a prospective new employee who has up to ten (10) years of actual experience in a related position may be hired at a rate of pay two (2) steps below the step occupied by existing employees with the same number of years of experience as the prospective new employee.
- C. Individuals hired as Correctional Officers who have not attained State certification as a correctional officer shall be paid five percent (5%) less than the first step of the applicable pay plan. However, the County shall have the right to offer signing incentives in order to recruit new employees. Correctional Officers who have not attained State certification as a correctional officer shall be moved to first step of the applicable pay plan at the beginning of the first full pay period after the Department is officially notified that the Correctional Officer has attained State certification as a correctional officer.
- D. Upon receipt of an unsatisfactory performance evaluation the employee may discuss the unsatisfactory performance evaluation with the department manager or designee within ten (10) working days of receipt of the performance evaluation. The decision rendered by the department manager or designee shall be considered

final and shall not be subject to the Grievance and Arbitration Procedure of this Agreement.

**27.2 ANNIVERSARY DATE**

An employee's anniversary date is established based on the most recent date of hire or date of promotion. The anniversary date will occur on the same date of the first day of the pay period immediately following the anniversary date each sequential year. If an employee receives a promotion, a new anniversary date will be established based on the effective date of the promotion.

**27.3 FIELD TRAINING OFFICER PAY**

The County shall provide an incentive of \$2.00 per hour to employees assigned as a Field Training Officer for each employee he/she is assigned to train. An employee shall only be eligible for this incentive payment when assigned and working as a Field Training Officer. No incentive compensation under this Article or otherwise shall be paid to or received by any Correctional Officer who for any reason related to work performance or otherwise ceases to perform Field Training Officer duties or functions.

**27.4 MASTER CORRECTIONAL OFFICER**

County shall provide an incentive of \$0.50 per hour to employees assigned as a Master Correctional Officer. No incentive compensation under this Article or otherwise shall be paid to or received by any Correctional Officer who for any reason related to work performance or otherwise ceases to perform Master Correctional Officer duties or functions.

**27.5 PROMOTION TO CORPORAL OR SERGEANT**

Any Officer accepting promotion to the rank of Corporal or Sergeant shall have their wages increased to the lowest step resulting in an increase of at least 7.5%.

**APPENDIX A- FISCAL YEAR 2015-16**

**ORANGE COUNTY/BCC  
F.O.P. POSITIONS/PAY GRADES**

<b>Job Title</b>	<b>Job Code</b>	<b>Pay Grade</b>	<b>Hourly Minimum</b>	<b>Hourly Maximum</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>	<b>Annual Hours</b>
Non-Certified Correctional Officer	2731	550	\$16.08	-----	\$33,446.40	-----	2,080
Correctional Officer	2752	552	\$16.93	\$27.79	\$37,584.60	\$61,693.80	2,220
Correctional Corporal	2751	554	\$19.85	\$31.33	\$44,067.00	\$69,552.60	2,220
Correctional Sergeant	2765	556	\$21.94	\$34.62	\$48,706.80	\$76,856.40	2,220

**APPENDIX A - Fiscal Year 2015-16**

**ORANGE COUNTY/BCC  
F.O.P. Steps**

Pay Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26
550	16.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
552	16.93	17.27	17.61	17.96	18.32	18.69	19.06	19.44	19.83	20.23	20.63	21.05	21.47	21.89	22.33	22.77	23.23	23.70	24.17	24.66	25.15	25.66	26.18	26.71	27.24	27.79
554	19.95	20.25	20.65	21.07	21.49	21.93	22.36	22.80	23.26	23.73	24.20	24.69	25.19	25.69	26.21	26.74	27.28	27.82	28.38	28.95	29.53	30.12	30.72	31.33		
556	21.94	22.38	22.83	23.28	23.75	24.22	24.71	25.21	25.71	26.23	26.76	27.30	27.85	28.40	28.97	29.55	30.14	30.74	31.35	31.98	32.63	33.28	33.94	34.62		

**APPENDIX A - FISCAL YEAR 2015-16**

**ORANGE COUNTY/BCC  
F.O.P. SALARY RANGE**

Classification Officer  
Pay Grade 553  
(\$18.58 - \$29.58)

Grade	Min/Hour	Max/Hour	Min/Annual	Max/Annual
553	18.58	29.58	38,646	61,526.40