



**Date:** December 15, 2023

**To:** Mayor Jerry L. Demings  
-AND-  
County Commissioners

**From:** Dr. Yvette M. Best, Director, Human Resources Division *YvBest*

**Subject:** Consent Agenda – January 9, 2024  
Collective Bargaining Unit Agreement  
Orange County Fire Fighters Association, I.A.F.F., Local 2057 (A-Unit), Amending FY 23/24 Pay Plans for Pay Grades 360, 361 and 362

**Contact** Reginald C. Davis, Human Resources Section Manager, (407) 836-5479

On September 14, 2021, the Board approved an agreement between the County and the Orange County Fire Fighters Association, I.A.F.F., Local 2057 (A-Unit). The agreement addressed Article 53 – Dispatch Wages, for bargaining unit members in the Dispatcher (Pay Grade 360), Assistant Dispatcher Supervisor (Pay Grade 361), and Dispatcher Supervisor (Pay Grade 362) job classifications for Fiscal Years 2021/22 through 2023/24.

Since Board approval, the County has faced challenges recruiting and retaining Dispatchers. As a result, Human Resources conducted a market study and determined current salaries for Dispatchers, Assistant Dispatcher Supervisors, and Dispatcher Supervisors in Fire Rescue Communications were not competitive.

The County's negotiation team and I.A.F.F have reached concurrence on a change to the Dispatch pay plans, whereas it is requested that the corresponding steps for Dispatcher Pay Grades 360, 361, and 362, be amended to reflect the changes as outlined in the Memorandum of Agreement.

Implementation of the Agreement will be coordinated between Human Resources and the Comptroller's Payroll Department following the approval by the Board. As part of the implementation process, employees in the impacted Pay Grades will receive the corresponding pay increases.

**Action Requested:**

Approval and execution of Memorandum of Agreement between Orange County and the Orange County Fire Fighters Association, Local 2057 to amend the Fiscal Year 2023/24 Pay Plans and Corresponding Steps for Dispatcher (Pay Grade 360), Assistant Dispatcher Supervisor (Pay Grade 361), and Dispatcher Supervisor (Pay Grade 362). **(Human Resources Division)**

c: Byron W. Brooks, AICP, County Administrator  
Carla Bell Johnson, Deputy County Administrator  
Lisa Snead, Assistant County Administrator

JAN 09 2024

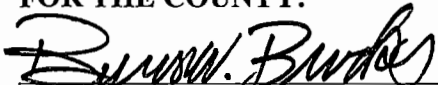
## MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is entered into between Orange County (the “County”) and the Orange County Fire Fighters Association, Local 2057, (“Local 2057”). The parties agree as follows:

1. Effective the beginning of the first full pay period after approval of this Agreement by the Board of County Commissioners, all bargaining unit employees in the Classifications of Dispatcher, Assistant Dispatcher Supervisor and Dispatcher Supervisor on the active payroll as of the first full pay period after approval of this Agreement by the Board of County Commissioners shall receive a minimum of a 20% wage increase by being slotted in the revised Fiscal Year 2023-24 Step Pay Plans provided in Appendix A at their current step.

2. This Agreement is subject to ratification by both the County and Local 2057.

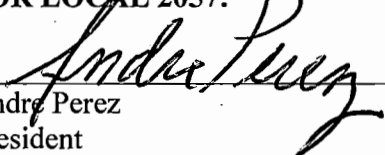
FOR THE COUNTY:



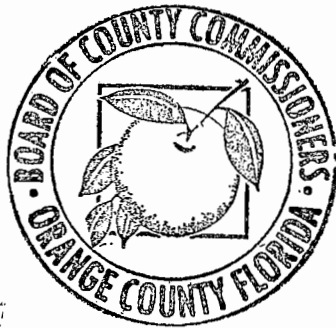
Byron W. Brooks, AICP  
County Administrator

9 January 2024  
(Date)

FOR LOCAL 2057:

  
Andre Perez  
President

12/1/23  
(Date)



**APPENDIX A**

**FY 23/24 Revised**

**Dispatcher**

**Pay Grade 360**

<b>Step</b>	<b><u>FY 23-24</u></b>	<b><u>FY 23-24 Revised</u></b>
<b>1</b>	<b><u>18.75</u></b>	<b><u>\$22.50</u></b>
<b>2</b>	<b><u>19.32</u></b>	<b><u>\$23.18</u></b>
<b>3</b>	<b><u>19.90</u></b>	<b><u>\$23.88</u></b>
<b>4</b>	<b><u>20.50</u></b>	<b><u>\$24.60</u></b>
<b>5</b>	<b><u>21.12</u></b>	<b><u>\$25.34</u></b>
<b>6</b>	<b><u>21.76</u></b>	<b><u>\$26.11</u></b>
<b>7</b>	<b><u>22.42</u></b>	<b><u>\$26.90</u></b>
<b>8</b>	<b><u>23.10</u></b>	<b><u>\$27.72</u></b>
<b>9</b>	<b><u>23.80</u></b>	<b><u>\$28.56</u></b>
<b>10</b>	<b><u>24.52</u></b>	<b><u>\$29.42</u></b>
<b>11</b>	<b><u>25.26</u></b>	<b><u>\$30.31</u></b>
<b>12</b>	<b><u>26.02</u></b>	<b><u>\$31.22</u></b>
<b>13</b>	<b><u>26.80</u></b>	<b><u>\$32.16</u></b>
<b>14</b>	<b><u>27.61</u></b>	<b><u>\$33.13</u></b>
<b>15</b>	<b><u>28.44</u></b>	<b><u>\$34.13</u></b>

**APPENDIX A**

**FY 23/24 Revised**  
**Asst. Dispatcher Supervisor**  
**Pay Grade 361**

<b>Step</b>	<b><u>FY 23-24</u></b>	<b><u>FY 23-24 Revised</u></b>
1	<u>21.87</u>	<u>\$26.24</u>
2	<u>22.53</u>	<u>\$27.04</u>
3	<u>23.21</u>	<u>\$27.85</u>
4	<u>23.91</u>	<u>\$28.69</u>
5	<u>24.63</u>	<u>\$29.56</u>
6	<u>25.37</u>	<u>\$30.44</u>
7	<u>26.13</u>	<u>\$31.36</u>
8	<u>26.92</u>	<u>\$32.30</u>
9	<u>27.73</u>	<u>\$33.28</u>
10	<u>28.57</u>	<u>\$34.28</u>
11	<u>29.43</u>	<u>\$35.32</u>
12	<u>30.32</u>	<u>\$36.38</u>
13	<u>31.23</u>	<u>\$37.48</u>
14	<u>32.17</u>	<u>\$38.60</u>
15	<u>33.14</u>	<u>\$39.77</u>

**APPENDIX A**

**FY 23/24 Revised**  
**Supervisor**  
**Pay Grade 362**

<b>Step</b>	<b><u>FY 23-24</u></b>	<b><u>FY 23-24 Revised</u></b>
1	24.99	<u>\$29.99</u>
2	25.74	<u>\$30.89</u>
3	26.52	<u>\$31.82</u>
4	27.32	<u>\$32.78</u>
5	28.14	<u>\$33.77</u>
6	28.99	<u>\$34.79</u>
7	29.86	<u>\$35.83</u>
8	30.76	<u>\$36.91</u>
9	31.69	<u>\$38.03</u>
10	32.64	<u>\$39.17</u>
11	33.62	<u>\$40.34</u>
12	34.63	<u>\$41.56</u>
13	35.67	<u>\$42.80</u>
14	36.74	<u>\$44.09</u>
15	37.85	<u>\$45.42</u>
16	38.99	<u>\$46.79</u>
17	40.16	<u>\$48.19</u>
18	41.37	<u>\$49.64</u>