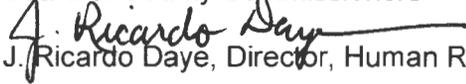




DATE: February 25, 2019

TO: Mayor Jerry L. Demings
-AND-
Board of County Commissioners

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

SUBJECT: Consent Agenda – February 26, 2019
Orange County Fire Fighters Association, I.A.F.F. Local 2057,
Memorandum of Agreement

Contact: Reginald Davis, Human Resources Section Manager, (407) 836-5479

On April 25, 2017, the Board approved a multi-year collective bargaining agreement ("Agreement") between the County and the Orange County Fire Fighters Association, I.A.F.F. Local 2057 (IAFF). The provisions of this agreement remain in effect pending the full negotiation of a new agreement, for which the County is currently in the process of negotiating. Changes and/or waivers to the agreement require the approval (ratification) by both parties.

Consistent with Article 22.02 (Promotional Opportunities) of the Agreement, promotional eligibility lists remain in effect for two years from certification, unless a shorter period of time is agreed to by the parties. The provisions of this article do not provide for the list to extend beyond two years.

The Memorandum of Agreement seeks a one-time waiver of the duration of two promotional lists by extending the lists beyond the period of two years. The two promotional lists are Informational Bulletin (IB) for Fire Captain (IB 16-260R) and Engineer (IB 17-5R), which are attached. On February 21, 2019, IAFF notified the County that the Memorandum of Agreement was approved (ratified) by its membership.

Action Requested: Approval and execution of Memorandum of Agreement between Orange County and Orange County Fire Fighters Association, Local 2057 extending promotional eligibility lists for Fire Captain (IB-16-260R) and Engineer (IB 17-5R).

c: Byron W. Brooks, AICP, County Administrator
Randy Singh, Deputy County Administrator

FEB 26 2019

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. The status quo provisions of Article 22.02 of the parties' last collective bargaining agreement shall be waived solely to allow the last-approved promotions eligibility lists for Engineer and Captain to be extended from their normal expiration dates.

2. The extension of the Engineer and Captain promotional eligibility lists shall remain in effect until such time as new Engineer and Captain promotional eligibility lists are finalized, complete, and posted by the Department.

3. Notwithstanding the provisions of paragraph 2 above, the extension of the Engineer and Captain promotional eligibility lists shall not exceed sixty (60) calendar days from the date this Agreement is signed by the last party below, unless Local 2057 and the County mutually agree by Memorandum of Agreement to another extension.

4. This Agreement shall be effective upon its ratification by both parties, and shall be retroactive to the normal expiration dates of the Engineer and Captain promotional eligibility lists. Any promotions made from the extended lists will be prospective only.

5. No grievances contesting the extension of the Engineer and Captain promotional eligibility lists will be filed, processed or advanced either through the grievance steps or arbitration.

FOR THE COUNTY:

Jerry L. Demings

Jerry L. Demings
Mayor

26 February 2019
(Date)



FOR LOCAL 2057:

Andre Perez

Andre Perez
President

2/24/19
(Date)

ATTEST: Phil Diamond, CPA, County Comptroller
As Clerk of the Board of County Commissioners

By: *Katie Smith*

Deputy Clerk

Print Name: Katie Smith

ARTICLE 22
PROMOTIONAL OPPORTUNITIES

- 22.01 It is the policy of the Orange County Fire Rescue Department to consider its own qualified employees for promotional opportunities in employment prior to considering qualified outside applicants, and to give preference for such opportunities to its own qualified employees over outside qualified applicants for those positions listed in this Article. An employee wishing to apply must submit a written (approved) application to Human Resources at Fire Rescue in accordance with County and Fire Rescue Department policy. Employees working under an Employment or who have received an unsatisfactory performance review and are on a promotion list must meet the criteria in accordance with Article 22.09.
- 22.02 The County agrees to maintain promotional eligibility lists for Dispatcher II, Dispatch Supervisor, Engineer, Lieutenant and Captain. Such eligibility lists shall list the names or identification numbers of eligible applicants. The promotional list will be maintained for two years from certification, unless a shorter period of time is agreed to by the parties. Promotional appointments shall be made within thirty (30) calendar days of an announced vacancy in the respective rank unless good business judgment necessitates a delay.

Employees within the classifications of Fire Inspector I, Fire Inspector II, Fire Inspector I SRK, and Fire Inspector SRK II will be promoted to the next highest classification within the Fire Inspector bargaining unit classifications for which they qualify (a) after serving a minimum of 6 months in the lower classification (b) attaining the qualifications for the higher classification, (c) receiving a satisfactory or higher rating on their most recent performance evaluation, and (d) approval by the Fire Chief. Any such promotion will be effective the beginning of the first pay period after approval by the Fire Chief. Articles 22.09 and 22.14 shall apply to promotions under this provision.

Employees within the classifications of Fire Plans Examiner I and Fire Plans Examiner II will be promoted to the highest classification within the Fire Plans Examiner bargaining unit classifications for which they qualify after six months and upon: (a) attaining the qualifications for the higher classification, (b) receiving a satisfactory or higher rating on their most recent performance evaluation, and (c) approval by the Fire Chief. Any such promotion will be effective the beginning of the first pay period after approval by the Fire Chief. Articles 22.09 and 22.14 shall apply to promotions under this provision.

- 22.03 Orange County Fire Rescue Department Management reserves the right to design, develop, and administer all testing procedures. To be eligible for promotion, employees in special risk positions, at a minimum, must have successfully passed the Incumbent Physical Ability Test ("IPAT") or have passed the IPAT within the previous twenty-four months. If an employee fails the IPAT, he shall have an additional 90 days to pass, and if he passes, shall then be eligible for promotion.

Prior to the posting of testing procedures, the Union President or his designee will be provided an overview of the test components for review and comment. These procedures



Orange County Fire Fighters Association I.A.F.F. LOCAL 2057

6969 Venture Circle
Orlando, FL 32807

Office (407) 389-2057 WWW.OCFFA.COM @IAFF2057

February 21, 2019

Linda Weinberg,

The Union held an MOU ratification vote and the subject was to extend the expiring Engineer's and Captain's lists. The voting occurred Monday-Wednesday, February 18-20 respectively. The exact verbiage of the MOU has been sent to you via Fire Rescue. The MOU was attached to the voting announcement and sent to all bargaining unit employees. I am pleased to announce that the membership has ratified the MOU in favor of extending the promotional lists as outlined in the MOU. The results of the vote are as follows:

YES votes: 416

NO votes: 199

ABSTAIN votes (blank): 2

VOIDED votes (checked both boxes): 1

TOTAL votes cast: 618

On behalf of the members of the Orange County Firefighters, I would like to thank you for allowing us the opportunity to vote on such an important issue. Please accept this letter as official notification of member ratification with the listed vote totals above and our request to have this item placed before the BCC for final ratification. Thank you in advance for your time and assistance in this matter.

Sincerely,

Andre Perez, President

Orange County Fire Fighters Association

IAFF, Local 2057

321-276-4719



ORANGE COUNTY FIRE RESCUE DEPARTMENT INFORMATION BULLETIN

DIVISION: Fire Human Resources	POSTED DATE: 12/22/2016	ISSUE: IB 16-260 R
INITIATED: Robert Fennell, HR Analyst <i>RF</i>		REVISED: 02/28/2017
APPROVED: Otto Drozd III, Fire Chief		INITIALS: <i>OTD</i>
SUBJECT: 2016 Captain Promotional Eligibility List		PAGE: 1 of 1

Congratulations to the following individuals for successfully completing the 2016 Captain Promotional Process.

The following represents the rank ordered list that resulted from the 2016 Captain Promotional Process. This list is effective December 22, 2016 through December 21, 2018, unless it is exhausted or rescinded by the Fire Chief.

**** (Revisions to this list are listed below in bold font) ****

Rank	ID	Name
1	111732	Sherrill, Steven M
2	113554	Bornelus, Bertilus
3	119346	Stratman, Nichol Marie
4	114394	Brink, Brian Anthony
5	114396	Parkhurst II, John Kip
6	117594	Buchanan, Daniel Clay
7	107475	Egan, Scott T
8	111510	Severe, Patrick
9	114380	Stanton, William David
10	104671	Correa Jr, Hiram
11	119139	Smith, Dupree Dionte
12	104711	Rivera, Ricardo
13	117593	Masso, Derick Wilkins
14	111103	Lowrey, Chad B

I hereby certify this list _____

OTD
Otto Drozd III, Fire Chief



ORANGE COUNTY FIRE RESCUE DEPARTMENT INFORMATION BULLETIN

DIVISION: <p style="text-align: center;">Fire Human Resources</p>	POSTED DATE: <p style="text-align: center;">01/06/2017</p>	ISSUE: <p style="text-align: center;">IB 17-5 R</p>
INITIATED: Robert Fennell, HR Analyst <i>RF</i> APPROVED: Otto Drozd III, Fire Chief		REVISED: <p style="text-align: center;">03/24/2017</p>
SUBJECT: <p style="text-align: center;">2016 Engineer Promotional Eligibility List</p>		INITIALS: <div style="text-align: center;"><i>RF</i></div>
		PAGE: <p style="text-align: center;">1 of 3</p>

**** (Revisions to this list are listed below in bold font) ****

Rank	ID	Name
1	120821	Neto, Luiz Morais
2	119517	Hernandez Jr., Jorge
3	122202	Gregory, Stephen Proctor
4	116305	Davis Jr., Regis W.
5	121186	Gravelly III, Robert M.
6	122590	Garcia, Jorge T.
7	121170	Suarez, Cody Allen
8	121811	Register, Erin Nicole
9	122195	Slimick, Jonathan Ryan
10	121761	Lehman, Bradley Edmund
11	121769	Santos, Sandy
12	121794	Dubnicka, Jason L.
13	121178	Armenteros, Charles M.
14	114883	Pelletier, Katharine L.
15	113928	Burleigh, Christy A.
16	110198	Martz, Jennifer Lynn
17	122570	Martinez III, Sotero
18	122579	Deniston, Ben D.
19	122581	Chapman, Christopher G
20	117115	Collins, Willie Antwan
21	122585	Lubosch, Dominic Julian
22	117513	Smith, Anthony Valentine
23	120010	Lennon, Daniel Patrick
24	122565	Brazell, Nathan Randal



ORANGE COUNTY FIRE RESCUE DEPARTMENT INFORMATION BULLETIN

DIVISION: Fire Human Resources		POSTED DATE: 01/06/2017	ISSUE: IB 17-5 R
INITIATED: Robert Fennell, HR Analyst APPROVED: Otto Drozd III, Fire Chief			REVISED: 03/24/2017
			INITIALS:
SUBJECT: 2016 Engineer Promotional Eligibility List			PAGE: 2 of 3

25	115740	Hobbs II, Craig J.
26	122214	Barker, Jonathan W.
27	121169	Ping, Phillip Thomas
28	122589	Yeadon, Jonathan Eric
29	119143	Wooley, Jean Paul Savel
30	116760	Schroeder, Shane K
31	121766	Strausbaugh, Nicholas Evan
32	120826	Acevedo, Adam Tomas
33	117515	Ritter, Joshua Min
34	109881	Rivera Jr., Misael
35	122199	Vickery, William
36	119514	Malone, Scott J.
37	114126	Gillilan, Shane
38	121344	Vazquez Torres, Isaias
39	112480	Helms, Erik Joseph
40	120824	Stein, Christopher Joseph
41	121805	Manfredy, Miguel Angel
42	112818	Male, Mark L
43	122207	March, Richard R.
44	121408	Casiano, Edric Rafael
45	122576	Spicer, Adam Alexander
46	118344	Diaz, Alex
47	112327	Berry, Cindy Felecia
48	122572	Rock, Thomas Patrick
49	112469	Bruno, Jose David
50	115750	Sokolowski, Brian J.
51	114799	Flowers, Tremonte F.
52	117572	Rodriguez, Ernesto
53	117562	Carter, George C
54	117493	Green Jr., Dwight E.
55	113085	Hodge, Mondrell Demone



ORANGE COUNTY FIRE RESCUE DEPARTMENT INFORMATION BULLETIN

DIVISION: Fire Human Resources	POSTED DATE: 01/06/2017	ISSUE: IB 17-5 R
INITIATED: Robert Fennell, HR Analyst APPROVED: Otto Drozd III, Fire Chief		REVISED: 03/24/2017
		INITIALS:
SUBJECT: 2016 Engineer Promotional Eligibility List		PAGE: 3 of 3

SUBJECT:

56	122206	Mancuso, Andres Ivan
57	120641	Falk, Sean E.
58	118075	Ansotegui, Christopher B
59	121176	Rodriguez, Miguel
60	122185	Rosario, Jose L.
61	116493	Cezalien, Billy
62	122236	Ralls Novo, Alexander Oscar
63	116007	Bernoir, Kevin D.
64	122567	Glover, Paul Allen
65	120009	Mason, Daniel Vincent

Congratulations to the following individuals for successfully completing the 2016 Engineer Promotional Process.

The following represents the rank ordered list that resulted from the 2016 Engineer Promotional Process. This list is effective January 6, 2017 through January 5, 2019, unless it is exhausted or rescinded by the Fire Chief.

I hereby certify this list _____

Otto Drozd III, Fire Chief