



Orange County Government

Orange County
Administration Center
201 S Rosalind Ave.
Orlando, FL 32802-1393

Legislation Text

File #: 25-1292, **Version:** 1

Interoffice Memorandum

DATE: September 8, 2025

TO: Mayor Jerry L. Demings and County Commissioners

THROUGH: N/A

FROM: Ralphetta G. Aker McClary, JD, Human Resources Director

CONTACT: Reginald Davis, Human Resources Section Manager

PHONE: (407) 836-5479

DIVISION: Human Resources Division

ACTION REQUESTED:

Approval and execution of Memorandum of Agreement between Orange County and Florida State Lodge Fraternal Order of Police, Inc. (Human Resources Division)

PROJECT: N/A

PURPOSE: On November 14, 2023, the Board approved an agreement between the County and The Florida State Lodge Fraternal Order of Police, Inc., which is comprised of all employees of the Orange County Corrections Department in the job classification of Correctional Lieutenant. This agreement addressed Article 18 - Wages, for fiscal years 2023-24 through 2025-26. In April 2025, the Board approved a 17% mid-year salary adjustment for Correctional Officers, Corporals, Sergeants, and Classification Officers, positions which are covered under a separate collective bargaining agreement. This adjustment was necessary to remain competitive in the local market and to address challenges in recruiting and retaining staff in those classifications. However, the increases created significant salary compression concerns with the next-level position of Correctional Lieutenant. To address this issue, Human Resources, in partnership with the Corrections Department, explored options to mitigate compression. As a result of these efforts, the County's negotiation team and the Florida State Lodge have reached a tentative Memorandum of Agreement (MOA), providing pay adjustments for Correctional Lieutenants. Subject to Board approval, these increases will be implemented as outlined in the attached MOA. Implementation of the Agreement will be coordinated between Human Resources and the Comptroller's Payroll Department following the approval by the Board.

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BUDGET: N/A

SEP 30 2025

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into between ORANGE COUNTY (the "County") and the FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE, INC. (hereafter the "FOP"). The parties agree as follows:

1. Effective September 28, 2025, bargaining unit employees in the Classification of Corrections Lieutenant on the active payroll as of September 28, 2025, and continuing to be on the active payroll in the Classification of Corrections Lieutenant as of the date of implementation, shall receive the wage increases set forth in the Appendix A attached hereto.

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

FOR THE COUNTY:

[Signature]
for Byron W. Brooks, AICP
County Administrator

9-30-25
(Date)



FOR THE FOP:

[Signature]
Brian Cechowski
Staff Representative

9/10/2025
(Date)

APPENDIX A - Effective 9/28/2025			
ID	Rank	Current Hourly	New Hourly
118428	Correctional Lieutenant	\$38.82	\$45.50
122398	Correctional Lieutenant	\$37.28	\$43.96
120779	Correctional Lieutenant	\$38.14	\$44.82
119447	Correctional Lieutenant	\$35.67	\$42.35
122635	Correctional Lieutenant	\$41.88	\$48.56
117039	Correctional Lieutenant	\$38.80	\$45.48
117987	Correctional Lieutenant	\$38.93	\$45.61
106478	Correctional Lieutenant	\$47.29	\$53.97
119247	Correctional Lieutenant	\$39.57	\$46.25
110047	Correctional Lieutenant	\$44.63	\$51.31
109048	Correctional Lieutenant	\$44.11	\$50.79
113710	Correctional Lieutenant	\$42.87	\$49.55
106309	Correctional Lieutenant	\$44.59	\$51.27
106416	Correctional Lieutenant	\$46.38	\$53.06
111284	Correctional Lieutenant	\$41.20	\$47.88
132558	Correctional Lieutenant	\$38.02	\$44.70
102846	Correctional Lieutenant	\$48.74	\$54.62