




DATE: July 22, 2019

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

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

SUBJECT: Consent Agenda – August 6, 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). Although this agreement expired on September 30, 2018, the provisions of the 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 by both parties.

Since Board approval of the agreement in April 2017, the County has faced challenges recruiting and retaining Dispatchers in Fire Rescue Communications. As a result, Human Resources conducted a market study and determined current salaries for all Dispatch related roles were not competitive.

In an effort to address the recruitment and retention concerns, both the County and IAFF mutually agreed to address Dispatcher wages for Fiscal Years 2018-19 and 2019-20, separately from the remainder of the bargaining unit. As a result of our efforts, we have reached concurrence on Fiscal Years 2018-19 and 2019-20 wage increases for eligible Dispatcher I, Dispatcher II and Dispatcher Supervisor positions. The agreed upon changes are as outlined in the attached Memorandum of Agreement and its referenced appendixes.

Implementation of the changes as outlined in the Memorandum of Agreement will be coordinated between Human Resources and the Comptroller’s Payroll Department following the approval by the Board.

**Action Requested: Approval and execution of Memorandum of Agreement between Orange County and Orange County Fire Fighters Association, Local 2057 agreeing to Fiscal Years 2018-19 and 2019-20 base wage increases for all Dispatcher I, Dispatcher II, and Dispatcher Supervisor employees.**

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

MEMORANDUM OF AGREEMENT

AUG 06 2019

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. For Fiscal Year 2018-19, all eligible bargaining unit employees in the Classifications of Dispatcher I, Dispatcher II, 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 5% wage increase by being slotted in the Fiscal Year 2018-19 Step Pay Plans provided in Appendix A at their current step in the Fiscal Year 2017-18 Step Pay Plans, and then advancing one step. These wage increases shall be paid retroactive to October 7, 2018. Employees at the maximum of the pay range, and unable to move the one step, will receive the remainder of the 5% increase as a one-time lump sum payment not added to their base wages paid the first full pay period after approval of this Agreement by the Board of County Commissioners.

2. Retroactivity for Fiscal Year 2018-19 will occur only for those eligible active employees under this Agreement as of the first full pay period after the date of Board approval of this Agreement. Employees eligible for the retroactive portion of the base wage increase (consisting of salary and overtime), will be paid in a lump sum to those employees in the bargaining unit as of October 7, 2018 and continuing to be in the bargaining unit and on active payroll, upon implementation.

3. Effective October 6, 2019, all Dispatcher I positions will be retitled to Dispatcher. All Dispatcher II positions will be retitled to Assistant Dispatcher Supervisor. All Dispatch bargaining unit employees will be responsible for performing the duties of their retitled positions.

4. For Fiscal Year 2019-20, effective October 6, 2019, a new Dispatcher Step Pay Plan as provided in Appendix A will go into effect. Existing Dispatch bargaining unit employees will be slotted into the new pay plan as indicated in Appendix B consistent with their newly retitled position as outlined above.

5. This Agreement fully resolves negotiations, and bars additional negotiations, over base wages for Dispatch bargaining unit employees for Fiscal Years 2018-19 and 2019-20. Nothing herein precludes negotiations over compression adjustment/increases, automatic advancement, or incentives for Dispatch bargaining unit employees for Fiscal Years 2018-19 and 2019-20.

FOR THE COUNTY:

*Jerry L. Demings*

Jerry L. Demings  
Mayor

*6 Aug 19*  
(Date)

FOR LOCAL 2057:

*Andra Perez*

Andra Perez  
President

*7/26/19*  
(Date)

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

By: *Katie Smith*  
Deputy Clerk

Print Name: Katie Smith

**IAFF Dispatch FY 18/19 and 19/20 Step Pay Plans**

FY 18-19																						
Pay Grade	Job Classification	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	
360	Dispatcher I	15.15	15.60	16.07	16.55	17.06	17.57	18.11	18.65	19.22	19.80	20.40	21.01	21.65	22.31	22.98	23.67	24.38	25.12	25.88		
361	Dispatcher II	17.73	18.26	18.81	19.38	19.96	20.57	21.19	21.83	22.49	23.18	23.88	24.61	25.35	26.12	26.90	27.71	28.55				
362	Dispatcher Supervisor	23.05	23.73	24.45	25.18	25.94	26.73	27.53	28.36	29.23	30.11	31.02	31.95	32.92	33.92							

FY 19 - 20																					
Pay Grade	Job Classification	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		
360	Dispatcher	18.00	18.54	19.10	19.67	20.26	20.87	21.49	22.14	22.80	23.49	24.19	24.92	25.66	26.43	27.23					
361	Assistant Shift Supervisor	21.00	21.63	22.28	22.95	23.64	24.34	25.08	25.83	26.60	27.40	28.22	29.07	29.94	30.84	31.76					
362	Dispatcher Supervisor	24.00	24.72	25.46	26.23	27.01	27.82	28.66	29.52	30.40	31.31	32.25	33.22	34.22	35.25	36.31	37.39	38.51	39.67		

**Fire Dispatcher Employee Information  
FY 18/19 and 19/20 Step Increases**

<b>ID</b>	<b>Job Title</b>	<b>FY 18 - 19 Step</b>	<b>FY 19-20 Step</b>
127286	Dispatcher I	2	1
131276	Dispatcher I	2	1
130660	Dispatcher I	2	1
130662	Dispatcher I	2	1
130664	Dispatcher I	2	1
130665	Dispatcher I	2	1
129212	Dispatcher I	2	1
129906	Dispatcher I	2	1
130258	Dispatcher I	2	1
130265	Dispatcher I	2	1
128283	Dispatcher I	3	2
128285	Dispatcher I	3	2
128295	Dispatcher I	3	2
128745	Dispatcher I	3	2
128971	Dispatcher I	3	2
128973	Dispatcher I	3	2
127388	Dispatcher I	4	3
125841	Dispatcher I	5	4
124463	Dispatcher I	6	4
124466	Dispatcher I	6	4
113670	Dispatcher I	8	6
120758	Dispatcher I	8	6
120698	Dispatcher I/Trainer	8	6
120767	Dispatcher I/Trainer	8	6
121510	Dispatcher I/Trainer	8	6
111190	Dispatcher I/Trainer	11	9
112541	Dispatcher I/Trainer	11	9
114630	Dispatcher I/Trainer	11	9
105253	Dispatcher II	8	6
120793	Dispatcher II/Trainer	6	4
123124	Dispatcher II/Trainer	6	4
113367	Dispatcher II/Trainer	9	7
114048	Dispatcher II/Trainer	9	7
116795	Dispatcher II/Trainer	9	7
107637	Dispatcher II/Trainer	11	9
116680	Dispatcher Supervisor	3	5
107730	Dispatcher Supervisor	5	7
105242	Dispatcher Supervisor	12	14
105226	Dispatcher Supervisor	14	15
105252	Dispatcher Supervisor	14	15