



Date: January 9, 2023

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

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

Subject: Consent Agenda – January 24, 2023
Memorandum of Agreement
Jerry B. Haddock Lodge #86, Fraternal Order of Police, F.O.P

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

The Jerry B. Haddock Lodge #86 of The Fraternal Order of Police (FOP) represents a bargaining unit comprised of all employees of the Orange County Corrections Department in the job classifications of Correctional Officer, Correctional Corporal, Correctional Sergeant, and Classification Officer. The County's negotiation team and the FOP recently met for the purpose of impact bargaining over the sunset of COVID-19 benefits offered under the County's Workers Compensation program.

Subject to Board approval, effective May 1, 2023, the parties agree to sunset the COVID-19 benefits offered under the County's Workers Compensation program as outlined in the Memorandum of Agreement. Additionally, the parties further agree to amend Article 24 of the parties' current collective bargaining agreement to add Veteran's Day commencing in 2023 as an additional holiday. No other changes shall be made to Article 24 of the collective bargaining agreement.

Implementation of the agreement will be coordinated between Human Resources, Risk Management, 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 the Jerry B. Haddock Lodge #86, Fraternal Order of Police.

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

BCC Mtg. Date: January 24, 2023

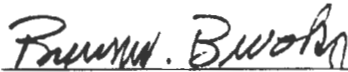
MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("Agreement") is entered into between ORANGE COUNTY (hereafter the "County") and the JERRY B. HADDOCK LODGE #86, FRATERNAL ORDER OF POLICE (hereafter the "FOP"). The parties agree as follows:

1. Since August 2021, pursuant to Memorandums of Agreement, FOP bargaining unit members who test positive for COVID-19 or who have an adverse reaction to the COVID-19 vaccination have been eligible for workers compensation benefits, including benefits under Article 34.2 of the collective bargaining agreement, unless evidence exists that the illness was not work-related. This benefit will sunset on May 1, 2023. Thereafter, COVID-19 will be treated as any other occupational illness for purposes of workers' compensation and the collective bargaining agreement. Nothing prevents the County from extending the sunset date at its discretion.

2. Bargaining unit members will receive Veteran's Day as an additional County holiday, and added to article 24 (Holidays) in Section 24.1.

FOR THE COUNTY:



Byron W. Brooks, AICP
County Administrator

January 24, 2023
(Date)

FOR THE FOP:



Giovanni Concepcion
Jerry B. Haddock Lodge #86 President

12/7/2022
(Date)

