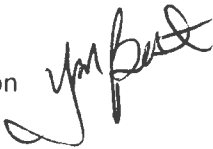




**Date:** January 9, 2023

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

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

**Subject:** Consent Agenda – January 24, 2023  
Memorandum of Agreement  
Florida State Lodge Fraternal Order of Police, Inc. (FOP)

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

The Florida State Lodge Fraternal Order of Police, Inc. (FOP) represents a bargaining unit comprised of all employees of the Orange County Corrections Department in the job classification of Correctional Lieutenant. The County's negotiation team and the FOP recently met for the purpose of impact bargaining over the sunseting 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 extend to eligible bargaining unit members who have at least one year of continuous service as of October 2, 2022, a one-time lump sum longevity payment in the amount of \$1,000 not added to their base wages.

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 Florida State Lodge Fraternal Order of Police, Inc.**

cc: 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 FLORIDA STATE LODGE FRATERNAL ORDER OF POLICE, INC. (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 who have at least one (1) year of continuous service as October 2, 2022 will receive a one-time lump sum longevity payment of \$1,000 not added to their base wages.

**FOR THE COUNTY:**



Byron W. Brooks, AICP  
County Administrator

January 24, 2023

(Date)

**FOR THE FOP:**



Brian Cechowski  
Staff Representative

12/27/2022

(Date)

