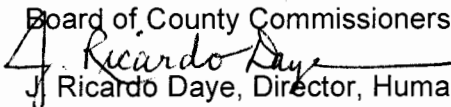




Memorandum

DATE: December 7, 2016

TO: Mayor Teresa Jacobs
-AND-
Board of County Commissioners

FROM: 
Ricardo Daye, Director, Human Resources Division

SUBJECT: **CONSENT AGENDA – January 10, 2017**
Fiscal Year 2015-16 Increase for Employee ID# 110020

CONTACT: Samantha Maxwell, Sr. HR Analyst, (407) 836-5829

Reginald C. Davis, HR Section Manager, (407) 836-5479

On August 2, 2016, the Florida State Lodge Fraternal Order of Police Lieutenants (FOP-Lt) bargaining unit agreement was approved by the Board of County Commissioners. On August 23, 2016, the FOP Charles Brookfield Lodge #86 (FOP) bargaining unit agreement was approved by the Board. Both contracts were for Fiscal Year 2015-16 wages and were retroactive to the first full pay period in October 2015.

As a result of the retroactive approval dates for the above referenced bargaining unit agreements, employee ID# 110020 did not receive a 3.5% Fiscal Year 2015-16 salary increase. This employee was reassigned from the FOP-Lt group to the FOP-employee group as of February 28, 2016. Due to the timing of this employee's reassignment and the date of the Board approval of the bargaining unit agreements, this employee did not receive a 3.5% increase.

This employee has filled critical positions within the Corrections Department and should not be penalized due to the timing of his reassignment and the bargaining unit agreement approvals. Since the intent of the Board was to grant all eligible FOP bargaining unit employees who were on active County payroll as of October 11, 2015, a Fiscal Year 2015-16 increase of 3.5%, it is requested that this employee, be granted the same increase, effective as of February 28, 2016. Approval of this request will allow the employee to move one step as provided for in the FY 2015-16 FOP Charles Brookfield Lodge #86 (FOP) bargaining unit agreement, as approved by the Board. Placement will be to Step 7 of pay grade 556.

Action Requested: Approval of a 3.5% Fiscal Year 2015-16 salary increase for employee ID# 110020 effective February 28, 2016 consistent with all other provisions of the Board approved FY 2015-16 FOP Charles Brookfield Lodge #86 (FOP) bargaining unit agreement to include retroactive payment of the corresponding wages effective February 28, 2016.

c: Ajit Lalchandani, County Administrator
Eric Gassman, Chief Accountability Officer
George Ralls, Deputy County Administrator
Reginald C. Davis, HR Section Manager