



# Memorandum

DATE: April 10, 2017

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

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

SUBJECT: **CONSENT AGENDA – April 25, 2017**  
**Fiscal Year 2014-15, 2015-16 and 2016-17 Increases for Employee ID#s 111524 and 114400.**

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

On November 25, 2016, the Orange County Fire Fighters Association, I.A.F.F., Local 2057 (B-Unit) Bargaining Unit Agreement was approved by the Board, which covered the period of 2014-15, 2015-16 and 2016-17. The Agreement provided all eligible bargaining unit employees annual Base Wage increases and increases to certain incentives. The increases were retroactive for all bargaining unit employees covered under the Agreement who continued to be in the bargaining unit, on active payroll, upon implementation (pay-out) of the Base Wage increase.

While pending the final negotiations of the above referenced Agreement and the retroactive payment to eligible members, a total of two IAFF B-Unit employees were promoted to positions not covered by this Agreement. Since this occurred during the period of the lengthy negotiation and contract implementation process, these employees failed to receive the retroactive pay increases prior to their promotions for Fiscal Years 2015-16 and 2016-17, as applicable. To provide equity to these employees who are still on the County's active payroll, retroactive annual Base Wage and incentive increases for the cited years are necessary to include all time spent within the IAFF B-Unit Agreement prior to their promotion. The impacted employees are:

ID# 111524  
ID# 114400

**Action Requested: Approval of payment of the Fiscal Year 2014-15, 2015-16, and 2016-17 annual Base Wage and incentive increases to employee ID#s 111524 and 114400, retroactive to October 12, 2014.**

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