




Date: December 18, 2017

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

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

Subject: **CONSENT AGENDA – January 9, 2018**
Fiscal Year 2017-18 Longevity Pay for Employee ID#’s 117378, 106007, and 106542.

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

On November 29, 2016, the Charles E. Brookfield Lodge #86 of the Fraternal Order of Police bargaining unit agreement was approved by the Board of County Commissioners. Additionally, on April 25, 2017, the Florida State Lodge Fraternal Order of Police Lieutenants (FOP-Lt) bargaining unit agreement was approved by the Board of County Commissioners. Both agreements include articles which grant eligible employees longevity pay as follows: “An annual longevity payment based on years of credited County service as a certified Correctional Officer, Corporal, Sergeant, Lieutenant, or a higher rank within the Corrections Department, will be paid to current bargaining unit employees.” Specifically, lump sum longevity payments shall be made annually in the first full pay period in November for lieutenants and in December for the rank and file, based on their years of service as of October 1 each year of the contract.

Due to the timing of the processing of the 2017-18 longevity payments, three bargaining unit employees (ID #’s 117378, 106007, and 106542) did not receive a Fiscal Year 2017-18 longevity payment due to being promoted into positions outside of their respective bargaining units. These employees were covered by their respective bargaining unit contract as of October 1, 2017.

These employees have and continue to fill critical positions within the Corrections Department and should not be penalized due to the timing of their promotions. Since the intent was to grant all eligible employees longevity pay in accordance with the respective contract articles as of October 1 each year, it is requested that these employees be granted their FY 2017-18 longevity payment.

Action Requested:

Approval of Fiscal Year 2017-18 longevity payments for employee ID#’s 117378, 106007, and 106542.

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