

Contract Negotiations

To date, there have been approximately 18 audio recorded contract negotiations and five unrecorded negotiations since April 2009. Unfortunately, there has been very little substantial progress between the PBA Contract Negotiation Committee (CNC) and OCSO management team on any of the core contract articles. There are approximately 17 basic articles agreed to and many still being negotiated. To get negotiations moving better, the CNC suggested a smaller and informal negotiating group. Unfortunately, this strategy did not work. The OCSO only provided a few minor "status quo" proposals and significant changes on Article-27 (Health Insurance) and new Article-22 (Transfers) that do nothing to improve your working conditions.

Since there appeared to be no new improvements or change in the OCSO's position in a small group setting and unrecorded negotiations, the CNC preferred to go back to full recorded negotiations. At that time, the OCSO promptly cancelled two (2) previously agreed to negotiations dates citing their contracted attorney was unavailable. The next negotiations are set for July 21, August 3rd, & August 12th 2010 at 0900 hrs in the HRD Conference Room. Look for another negotiations update after the August 12th meeting.

Please don't lose faith and continue supporting your CNC and PBA as they work through these tough negotiations.

Wages - Unfair Labor Practice (ULP) Lawsuit Update

Recently, the PBA won the first round of our OCSO wages (merit step) lawsuit with the Public Employees Relations Commission (PERC) hearing officer. Unfortunately Sheriff Demings, his management team, and his legal staff state that they feel PERC got it "WRONG." In their view, it is wrong to give you a much needed and well deserved merit step while other municipal and county agencies in our area are receiving merit steps and/or cost of living allowances (COLA). Sheriff Demings wants you to work harder with less while keeping crime down—while we all suffer in the process. It appears Sheriff Demings has no desire to reward you other than to say "you are lucky to have a job." Sheriff Demings' legal staff states they will appeal the recent PERC ruling to the PERC Commission. And, if Sheriff Demings loses again, we fully expect him to appeal to the circuit courts. Stay focused and continue supporting your CNC and PBA. Please regularly visit www.cfpba.org and/or our Facebook page to review extensive info on the many issues affecting you and your family. Go to the CFPBA website under "Wages Lawsuit" in the top left corner to review the Sheriffs "Exceptions appeal to PERC".

Remember back in September 2009 when Sheriff Demings announced that he was giving back to the County an excess of \$1.4 million left over from the 2008/09 budget? Actually, he gave back more money in November 2009 that was left over from the 2008/09 budget. The actual total money he gave back to the County from the 2008/09 budget was more than \$2.1 million. Barring an end of the year spending spree, Sheriff Demings is poised to give the County a significant amount of monies left over from the 2009/10 budget—instead of giving back to his deputies what they deserve.

Health Insurance

Orange County Government allotted \$8,300 per employee to contribute towards health insurance for the 2010/11 budget years while Sheriff Demings settled for \$7,900 per employee for the 2010/11 budget years. Why? We will continue to ask the Sheriff because we can't seem to get a straight answer from others who represent him.

Obviously, the sticker price on the increases in health insurance and the deductibles is scary to say the least. The OCSO will impose the new and much UN-improved health insurance on you. The PBA and CNC did not agree to this or any other health insurance plan or the deductibles

since the 2007/09 contracts. Fortunately there is some good news, the PBA and CNC were successful in stopping the OCSO from imposing a health insurance increase (\$25 per pay period surcharge) on you if you do not sign a cease smoking affidavit. PBA supports personal efforts to cease smoking due to the numerous health dangers and costs associated with smoking. Our issue is that OCSO was going to impose this surcharge on you without first negotiating it with the PBA. Unfortunately, OCSO is going to impose a \$25 per pay period sanction on SWORN agency members only if you do not do the health assessment (finger prick, health assessment on line, and Fitness Assessment Testing test). Basically, if the sworn employees get healthier (lower claims), the civilian employees benefit by doing less! How can OCSO get an accurate health assessment for ALL of the OCSO when they are not including the 900+ civilian personnel in this Fitness Assessment Testing process? All we got from OCSO was lame excuses when we asked this question. Keep in mind, OCSO spent about \$70,000 on the health assessment screener in August 2009. Does that really follow Sheriff Demings #2 agency goal (fiscal responsibility)?

OCSO claims approximately 41 Civilians and 85 Sworn opt out of the agencies health insurance coverage. If those numbers are accurate and OCSO receives \$7900 per employee regardless of whether or not they use the agencies health care coverage then that \$995,400.00 that either goes back to the county or may be spent elsewhere.

The PBA, our members and our staff believe OCSO got their healthcare strategy “WRONG.” The PBA has notified the OCSO in writing of our demand to negotiate on these health insurance issues. We will keep you informed via our website, publications, e-mail blasts and most of all, Facebook.

Orange County Advisory Law Enforcement Work Group

No one is more disillusioned or disappointed with Sheriff Demings than the PBA and the CNC on this issue. Years of tax payer and PBA dues monies fighting the prior Orange County Citizens Review Board (CRB) only to have the man who won the lawsuit restart a new OC Advisory Law Enforcement Work Group... huh? We already have a stressful multi-layered system of investigations and accountability (Internal Department Investigations, State LEO Investigations, State Attorney’s Office, Grand Juries, Media, Court of Public Opinion, etc). Why would Sheriff Demings decide to add another layer of reviews to make protracted judgments on our split second life or death decisions? No matter what answer is given, it is WRONG to have another OC Advisory Law Enforcement Work Group. The worst part is that Sheriff Demings asked the leader of an advocacy group (Central Florida NAACP) to be the CRP chairman. The NAACP is the same group that applied enough pressure on the President Obama administration to “drop charges” against radical Black Panthers intimidating voters at a voting precinct. After a flurry of PBA concerns and questions directed at Sheriff Demings, at least Sheriff Demings has indicated to the PBA that agency personnel are not going to be mandated to appear and that no discipline will be applied to the OC Advisory Law Enforcement Work Group findings. Therefore, PBA recommends that you do NOT appear at these OC Advisory Law Enforcement Work Group meetings.

Once again, please go to www.cfpba.org or our Facebook page at www.facebook.com/CFPBA to ask questions or review answers on these and many other issues.