

Stephen A. Micciche  
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2548 S. Tanner Road  
Orlando, Florida 32820

January 26, 2009  
Certified Mail and email

Honorable Jerry L. Demings, Sheriff  
Orange County Sheriff's Office  
2500 W. Colonial Drive  
Orlando, Florida 32804

Dear Sheriff Demings,

The Central Florida Chapter of the Florida Police Benevolent Association, Inc. has engaged my services to be the Lead Negotiator for the Deputy Sheriff, Deputy First Class, Master Deputy, Court Service Officers' Bargaining Unit and the Supervisors' Unit of Corporals and Sergeants of the Orange County Sheriff's Office.

The current contracts expire September 30, 2009. It is desirous on the part of the PBA that we engage in negotiations early on in 2009. The basic reason is that the Sheriff's Fiscal Budget will be set by the Orange County Commission prior to the expiration of the current contract and the PBA wishes to conclude economic issues prior to your time requirement to submit the budget to the Commission.

Please construe this communications as formal notification that the Florida Police Benevolent Association, Inc. expresses its desire to enter into negotiations for the express purpose to arrive at a mutually agreed collective bargaining contract that will cover the terms and conditions of employment, and the wages and benefits of all those employees included in the certified bargaining unit issued by the Florida Public Employees Relations Commission, Certification No. 1446 and 1573.

Please be advised that in an effort to allow the Agency ample time to respond to our demands, the PBA will forward the entire contract demands within the next few weeks to your office.

The PBA will be ready to meet with your team shortly after February 19. It is the expressed intent of the bargaining unit to meet and conclude negotiations as expediently as possible.

We look forward to meeting with your representatives in the spirit of cooperation.

Sincerely,

Stephen A. Micciche

Cc: Michael Smith, OCSO, CFPBA  
John Park, OCSO, CFPBA; Hal Johnson, FPBA; Jim Wiggins FPBA