



October 25, 2010

Sheriff Jerry Demings  
Executive Office  
2500 West Colonial Drive  
Orlando, Florida 32804

Sheriff Demings:

I applaud you on your efforts to exercise leadership and make the tough choice to cut back on spending during the 2009-2010 fiscal year, allotting an opportunity for you to return un-allocated revenue back to Orange County. If we did not have the loyal constitutional officers we currently have in office today, Orange County would lack the strength it currently enjoys. From a public safety perspective, the hard work performed by officers enlisted with the Orange County Sheriff's Office should be admired and applauded by every resident, as their hard work benefits all of us. As a fellow constitutional officer, I am proud to represent each and every one of you who is brave enough, proud enough and strong enough to wear the badge.

As a result of my public outcry in support of public safety, I was approached by members of the Central Florida Chapter of the Police Benevolent Association ("PBA") regarding a fiscal matter. Although, I realize you hold full autonomy to make any decision as it relates to union negotiations on behalf of your agency, I would like to offer my full commitment to a fair and reasonable resolution of the PBA contract dispute currently underway.

Admittedly, I am not fully entrenched with the intimate details of the matter; however, it is my understanding that your office is contractually obligated to members of the PBA for a one-time 1.4 million incentive payment from the 2009-10 fiscal year. In submitting my support, I fully recognize that your leadership style is similar to mine in the sense that we choose to think for ourselves and critically analyze the facts rather than mindlessly follow the crowd. Taken that into consideration, I know you fully understand that one of the key management principles in government is accountability.

**COMMISSIONER TIFFANY MOORE, DISTRICT 6**

201 South Rosalind Avenue, 5th Floor ■ **Reply To:** Post Office Box 1393 ■ Orlando, Florida 32802-1393  
Telephone 407-836-5860 ■ Fax 407-836-5879 ■ E-Mail: District6@ocfl.net

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District 6, County Commissioner

It is my hope that our local PBA branch members can be assured that your resolve remains firm to achieve each of the agreed upon contract clauses to the fullest extent possible. Notwithstanding, that all parties understand that any such resolution must take place in the context of the economic realities in which all of our residents live and must consider the same shared sacrifices that other Orange County Sheriff Office employees committed to earlier this year--but not at the detriment of certain management practices.

In sum, I believe it is reasonable to honor contract commitments, when plausible. Indeed, I hope we both can agree that the plausibility in this instance is evident if you were able to return revenue back to Orange County due to your fiscally prudent leadership. As always, I am available to speak with you regarding this matter and to address other issues related to public safety in our community.

Kindest Regards,

A handwritten signature in black ink that reads "Tiffany Moore Russell".

Tiffany Moore Russell, Commissioner

cc: John Parks, Central FL Chapter, PBA

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