

To: All OCSO Supervisor & Deputy
Bargaining Unit Members

From: Mike Smith
Vice President Central Florida PBA

Date: December 2009

Subject: Orange County Sheriffs Office
Contract Negotiations Update

Since our last update on September 28, 2009, the PBA contract negotiating committee met 4 times with the OCSO with little progress made at the negotiation table. The PBA also filed an Unfair Labor Practice (ULP) lawsuit against the OCSO for failing to maintain our contractual merit step increases and employer percentage contribution amounts on health insurance premiums. With the assistance of Florida PBA General Counselor Hal Johnson, the ULP was filed on November 10th, 2009 at the Public Employees Relations Commission (PERC). Please review our ULP at www.cfpba.org.

Remember, Sheriff Demings gave back almost 1.5 million dollars to the Orange County Commission from the 2008/2009 budget. We are not asking for new money, we are simply seeking the existing monies in the past and present budget to fund our merit steps and health insurance premiums.

Unfortunately, there are major struggles at the negotiations table. The OCSO bargaining team referenced the aforementioned ULP several times at the November 23rd, 2009 negotiations. Coincidentally (or not), no substantial progress was made during these negotiations in important "non-economic" areas such as transfers, promotions, layoff/recall, discipline, internal investigations, employee representation, and grievance process.

During the last 4 negotiation meetings, the OCSO presented us with package proposal deals which typically include non-economic articles along with an economic article. When PBA agreed to the non-economic article(s) but not the economic article, OCSO would then withdraw all their proposals. For example, the OCSO recently presented us with a package deal consisting of Article 16 - Off Duty Employment (non-economic) and Article 17 - Agency Vehicles (economic).

Article-16 (Off Duty Employment) had many PBA proposed improvements which are also in agency policy. However, Article-17 (Agency Vehicles) had a 100% increase in the take home vehicle fees. Obviously, the PBA did not agree to the take home vehicle fee increase in part because a recent OCSO Article-17 proposal had no increase in the fees. That proposal (no take home fee increase)

was also withdrawn by the OCSO in October because the PBA did not agree to OCSO's Article-26 (Health Insurance) premium percentage increases which were imposed upon you. This is common strategy that OCSO seemingly uses to get the PBA to negotiate against ourselves. We must all stay united and strong to secure a quality contract.

I do have some good news to report. During the last 4 negotiation meetings, both teams tentatively agreed (TA) on 5 articles with little improvement to a few of these articles.

The TA articles are as follows:

- Article-10 Grooming
- Article-13 Compliance to General Orders (improved language)
- Article-14 Performance review (improved language)
- Article-21 Acting Ranks
- Article-26 Awards (improved language)

The next negotiations are tentatively set for December 16th, 2009 at 0900 hrs in the OCSO HRD Conference Room. The PBA strongly encourages all our PBA members and non-members to support each other by getting involved in the PBA's efforts to enhance and protect your pay, benefits and work conditions. Please attend PBA negotiations, board meetings, functions, rallies, etc. Most of all, please stay accurately informed by speaking directly with your PBA leaders and reviewing our information in our publications, updates and our website at www.cfpba.org.

Enjoy a safe and happy holiday!