

**Joint Orange County Sheriff's Office and Central Florida PBA Pay Committee  
Revised Pay Plan Recommendation  
Effective 9/21/08**

The Joint Orange County Sheriff's Office and Central Florida PBA Pay Committee was formed in accordance with Article 25, Section 2, of the Deputy Unit and the Supervisor Unit agreements. The result of the Pay Committee's efforts are shown the Revised Pay Plan Recommendation exhibit.

Article 25, Section 1, of the Deputy Unit and the Supervisor Unit agreements provide for an increase to the rates of pay effective 9/21/08 (see Appendix E). The existing 9/21/08 pay plan will go into effect unless the Sheriff provides funding for the Revised Pay Plan.

The Sheriff has included the amount required to fund the Revised Pay Plan in his Proposed Fiscal Year 2009 Budget that has been submitted to the Orange County Mayor and Board of County Commissioners.

The Central Florida PBA has visited with the Mayor and Board of County Commissioners regarding the funding of the Sheriff's Proposed Fiscal Year 2009 Budget. The Mayor and Board of County Commissioners have not, at this time, agreed to fund the Sheriff's Proposed Fiscal Year 2009 Budget.

The Central Florida PBA is encouraging the members of the Orange County Sheriff's Office to contact the Mayor and Board of County Commissioners and ask that the funding for the Sheriff's Proposed Fiscal Year 2009 Budget and Revised Pay Plan be provided.

**Joint Orange County Sheriff's Office and Central Florida PBA Pay Committee  
Revised Pay Plan Recommendation**

**Fiscal Year 2009 Pay Plan - Effective 9/21/08**

Deputy		
Step	Annual	Hrly
1	40,684.80	19.56
2	42,328.00	20.35
3	44,033.60	21.17
4	45,801.60	22.02
5	47,652.80	22.91
6	49,566.40	23.83
7	51,563.20	24.79
8	53,643.20	25.79
9	55,806.40	26.83
10	58,052.80	27.91
11	60,382.40	29.03
12	62,816.00	30.20
13	65,332.80	31.41
14	67,953.60	32.67

Corporal		
Step	Annual	Hrly
1	51,563.20	24.79
2	53,643.20	25.79
3	55,806.40	26.83
4	58,052.80	27.91
5	60,382.40	29.03
6	62,816.00	30.20
7	65,332.80	31.41
8	67,953.60	32.67
9	70,678.40	33.98
10	73,507.20	35.34

Sergeant		
Step	Annual	Hrly
1	58,052.80	27.91
2	60,382.40	29.03
3	62,816.00	30.20
4	65,332.80	31.41
5	67,953.60	32.67
6	70,678.40	33.98
7	73,507.20	35.34
8	76,460.80	36.76
9	79,539.20	38.24

L16	69,326.40	33.33
L18	70,720.00	34.00
L20	72,134.40	34.68
L22	73,590.40	35.38

L16	74,984.00	36.05
L18	76,502.40	36.78
L20	78,041.60	37.52
L22	79,622.40	38.28

L16	81,140.80	39.01
L18	82,784.00	39.80
L20	84,448.00	40.60
L22	86,153.60	41.42

Application of Recommended Pay Plan on 9/21/08.

1. Determine the sum of Current Contract applicable pay plan step as of 9/21/08 + longevity + applicable top-out bonus.
2. The new 9/21/08 pay plan step will be the step that is greater than the amount from 1 above.
3. Advance to next step on the anniversary date.

Longevity Steps	
L16	15 Years
L18	17 Years
L20	19 Years
L22	21 Years

Slotting according to completed years of service will be determined during future negotiations.

The anniversary date and years of service for longevity steps will be calculated using sworn date or adjusted date of hire if greater than sworn date.