

**FLORIDA POLICE
BENEVOLENT ASSOCIATION, Inc.**

The Voice of Florida's Law Enforcement Officers

Post Office Box 11239 ♦ Tallahassee, Florida 32302

October 30, 2007

Captain Michael McKinley
Orange County Sheriff's Office
Human Resources Division
2500 W. Colonial Drive
Orlando, Florida 32804

Via Electronic and U.S. Mail

Re: New OCSO Tattoo Policy – Request to Impact Bargain (PBA Units)

Dear Captain McKinley:

The Florida PBA appreciated the opportunity to meet with you and discuss the proposed Orange County Sheriff's Office tattoo policy on Thursday, October 25, 2007. While the policy is certainly a better product than when it was first being considered, the Association still has several concerns about the policy and the manner in which it will impact current bargaining unit employees.

Our concerns relate primarily to tattoos on the legs of current employees. It is our understanding that if such tattoos meet certain pre-establish criteria, OCSO personnel will be prohibited from wearing uniform shorts while on duty, regardless of their assigned unit. Instead, they will not be required to wear standard uniform pants.

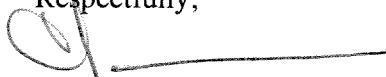
The Association believes the "no short" policy raises a significant safety issue relating to heat exhaustion for deputies and supervisors assigned to uniform patrol and the TAC unit, especially those working on bicycles. There is an additional safety issue relating to deputies and supervisors assigned to the marine unit. Clearly, the wearing of standard uniform pants could prove dangerously cumbersome when these individuals try to effect an arrest or rescue on the water.

Under the circumstances, the Florida PBA requests the opportunity to negotiate over the impact of the proposed tattoo policy in order to address the issues outlined above and other concerns that may surface as the policy is reviewed more closely by our membership. This request is made on behalf of both the deputy sheriff and corporal/sergeant bargaining units.

Please advise us as soon as possible about available dates for these negotiations. As always, we look forward to reaching a mutually agreeable resolution of these issues. In closing, it is our expectation that the sheriff's office will not move forward with implementation of this policy, especially as it relates to current employees, until a reasonable period of negotiations has taken place.

Thank you again.

Respectfully,


G. "Hal" Johnson
General Counsel

GHJ/mkb

c: John Park, President
Michael Smith, Vice-President
Steve Micciche, Chief Negotiator
Central Florida PBA

W. Reynolds Allen, Esquire
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