



Office of the General Counsel International Union of Police Associations, AFL-CIO

The only Union for Law Enforcement Officers

Sent Via Email care of Dylan Reingold, Esq. (dreingold@ircgov.com) and US Mail

July 12, 2019

Honorable Bob Solari, Chariman
Honorable Susan Adams, Vice Chairman
Honorable Joseph E. Flescher, Commissioner
Honorable Tim Zorc, Commissioner
Honorable Peter D. O'Bryan, Commissioner
1801 27th Street
Vero Beach, FL 32960-3388

**RE: Impasse Between the Sheriff of Indian River County and Indian River County
Deputies' Association, I.U.P.A., Local 6080**

Dear Commissioners:

The Indian River County Deputies' Association, I.U.P.A., Local 6080 ("Association") hereby provides its recommendations to resolve the impasse between the Sheriff of Indian River County and Association (jointly "Parties").

On June 13, 2019, the jointly-selected Special Magistrate, Dennis Campagna, issued his recommendation to resolve the impasse between the Parties. Magistrate Campagna recommended the following items:

1. Increase the Starting Salary to \$42,000;
2. Those Deputies hired on or after April 30, 2018 who have one year of service shall have their salary adjusted to \$43,000 effective the first full pay period of October 2018;
3. Bargaining Unit members hired before April 30, 2018 and unaffected by (2) above shall receive a 4.3% increase in their base salary. Should this calculation produce a result that is less than \$43,000, any such Deputy so affected shall have his/her base salary adjusted to \$43,000 with any balance given to any such Deputy in lump sum fashion;

4. Increase the top salary by 4.3% resulting in a new top salary of \$65,867;
5. Move those bargaining unit members who have at least 20 years of experience with the County to an annual salary of \$63,151; and
6. Those bargaining unit members who were already at the top of the pay grade (\$63,151) shall move to the new top salary of \$65,867.

Further, Magistrate Campagna clarified in a subsequent communication with the Parties that all of the aspects of his recommendation were to be retroactive to October 1, 2018 (“the first full pay period of October 2018”). A copy of Magistrate Campagna’s entire recommendation is included as an attachment to this correspondence.

On June 27, 2019, the Deputies Association held a vote for the entire bargaining unit to determine if the employees would accept, reject, or accept in-part the recommendation by Magistrate Campagna. Of 111 votes cast, 90 employees voted to accept the recommendation in its entirety.

Magistrate Campagna’s decision is extremely well reasoned and accounted for all of the arguments presented by both parties. It is of important note that Magistrate Campagna’s decision did not grant the Association every item it requested. However, Magistrate Campagna was able to address all of the pertinent issues brought before him including:

1. The retention epidemic at the Indian River County Sheriff’s Office;
2. The lack of an “across the board raise” (in that new employees receive in excess of a 9% raise while some senior employees would receive just over a 3% raise); and
3. The need to bring long-tenured employees (20-plus year Deputies) to topped-out salary.

For reference, the Association’s Brief to Magistrate Campagna, which addresses these issues in greater detail, is included as an attachment.

The Association and vast majority of the bargaining unit recognizes that the recommended compromises offered by Magistrate Campagna are reasonable to everyone involved. Therefore, the Deputies Association respectfully requests that the Board of County Commissioners follow Magistrate Campagna’s recommendations and issue a decision consistent with his decision.

Thank you for your consideration and assistance in bringing this impasse to a final resolution.

Best regards,

/s/ Ryan W. Burton

Ryan W. Burton, Esq.

Associate General Counsel, I.U.P.A.

Cc. Wayne Helsby, Esq., Allen, Norton and Blue, Counsel for the Sheriff
Indian River County Deputies' Association, I.U.P.A., Local 6080