Conditions this Round vs. Last Round of Negotiations

Inflation down from 8.2% to 2.9%: According to the Bureau of Labor Statistics, in September of 2022 inflation in our region was 8.2%. In August of 2025 (the most recent period for which data is available), inflation is 2.9%.

Property value growth has fallen from 13.2% to 6.2%: According the Orange County Property Appraiser, in 2022 the total taxable value of all property in the City increased by $5.1B or 13.2% over the prior year. This year, total taxable value in Orlando increased by $3.3B or 6.2%.

General Fund revenue growth has fallen from 10.3% to 4.8%: Three years ago the FY23 budget reflected General Fund budget growth of 10.3% over the prior year. This year, the FY26 General Fund budget growth is 4.8%.

Regional Increases

While there are increases being given this year as low as 2% and as 5%, the average increase is 3.6%.

Other comparable groups at the City of Orlando increase
LIUNA-4/4/4
IAFF Communications-4/4/4
Non-bargaining-4/4/4

The following two items have been discussed, and the following have been agreed upon outside of the SEIU Collective Bargaining Agreement:

1. Regarding Article 10 Grievance: the City and the Union both agree that there should be more than 1 hearing officer available to preside over Step 3 hearings. The City is diligently working to find at least one other hearing officer and will try to obtain two more for a total of 3 hearing officers.
2. Regarding Article 21 Health and Welfare: If the City does begin a pilot program in which SEIU has agreed to participate, the City will communicate changes out to the union at least 30 days prior so that the Union may be in a position to answer questions that the members may bring forward to them.

______________________	______________________
City Of Orlando	SEIU
______________	______________
Date	Date