

**MEMORANDUM OF UNDERSTANDING  
ACCRUAL OF LEAVES**

BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") AND LOCAL 3101 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter "the Union"), entered into on 5/23/18.

With reference to the Collective Bargaining Agreement ("CBA") between the County and the Union, the County and the Union understand and mutually agree as follows:

Article 18, Annual, Personal, PTO, Leave Donation and Article 30, Sick Leave and Unscheduled Paid Time Off (PTO) provides that employees shall accrue Annual, Sick and PTO Leaves at a defined rate. The current annual sum of accrued leave will not change.

The County and the Union agree that Annual, Sick and PTO Leaves shall accrue based on 26 pay periods a year, as follows:

<b>56 Hr - Vacation (26 PP)</b>		
Service Months		
From	To	Amount
0	47	7.3900
48	167	9.2300
168	227	12.0000
228	999	14.7700

<b>40 Hr - Vacation (26 PP)</b>		
Service Months		
From	To	Amount
0	47	4.1538
48	167	5.0769
168	227	6.9231
228	999	8.7692

<b>56 Hr - PTO (26 PP)</b>		
Service Months		
From	To	Amount
0	47	16.1538
48	167	18.4615
168	227	20.7692
228	999	23.0769

<b>40 Hr - PTO (26 PP)</b>		
Service Months		
From	To	Amount
0	47	5.3846
48	167	6.1538
168	227	6.9231
228	999	7.6923

<b>56 Hr - Sick (26 PP)</b>		
Service Months		
From	To	Amount
0	999	11.0769

<b>40 Hr - Sick (26 PP)</b>		
Service Months		
From	To	Amount
0	999	5.5385

The parties agree that this Memorandum of Understanding shall be in effect until updated or changed in the Collective Bargaining Agreement.

The County and the Union accept the above-stated terms and modifications to the Agreement as mutually agreeable. IN WITNESS WHEREOF, the parties hereto have caused this

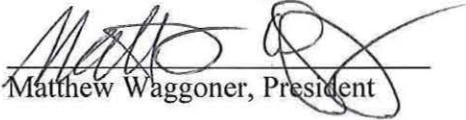
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Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

NASSAU COUNTY BOARD OF  
COUNTY COMMISSIONERS

  
\_\_\_\_\_  
Shanea Jones, County Manager

INTERNATIONAL ASSOCIATION  
OF FIREFIGHTERS, Local 3101

  
\_\_\_\_\_  
Matthew Waggoner, President

Date: 5-21-18

Date: 5/23/18