

MEMORANDUM OF UNDERSTANDING

BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") AND THE NORTHEAST FLORIDA PUBLIC EMPLOYEES' LOCAL 630, L.I.U.N.A. (hereinafter "the Union"), entered into on _____.

The County Manager and the Business Agent for Local 630, Ronnie Burris, agreed that the following revisions should be made to **the 630 Contract**. The revisions are agreed upon pursuant to this Memorandum of Understanding and the revisions do not require negotiations. The revisions shall be reflected in the current agreement.

Article 15, Other Leave, Section 15.2 (B) Military Leave – Change the hours of leave time from not more than seventeen working days to up to a maximum of two hundred and forty (240) hours in any one (1) annual period.

Article 15, Other Leave, Section 15.2 - ADD a (D) to read: Any employee who serves in the forces of the United States, in the National Guard of the state or in the regular Army or Navy of the United States called into active service during war between the United States and a foreign government may receive full civilian pay in addition to their military pay for the first thirty (30) days of their active duty. And, may thereafter, receive the pay necessary to raise their military pay to the level of their civilian pay.

Article 16, Holiday, Section 16.3 - Any employee of the bargaining unit who shall be required to perform work or to render services on one of the holidays listed in 16.1 shall be compensated one and one-half (1 ½) times his straight time hourly rate for hours actually worked in addition to eligible holiday pay. Any employee of the bargaining unit that works a schedule other than Monday-Friday (normal shift), will observe all Holidays on the dates they occur.

Article 16, Holiday, Section 16.4 - All employees shall receive payment for paid holiday hours at their straight-time rate, unless:
He has leave without pay for any portion of the last regular work day proceeding such holiday, or on the next regular work day following such holiday.

Article 16, Holiday, Section 16.4 - Removing the language that states the holiday hours are reduced by the hours they work.

Article 20, Employee Benefits, Section 20.5 - The employer shall provide employees whose position requires the use of safety shoes, via their regular paycheck a taxable amount of \$150 for the purchase of such shoes. Employees will have thirty (30) days from the date of payment to provide a copy of the receipt to the department administrative staff showing the purchase of the newly purchased shoes.

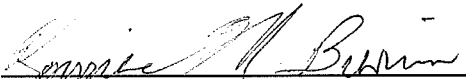
IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

NASSAU COUNTY BOARD OF
COUNTY COMMISSIONERS

NORTHEAST FLORIDA PUBLIC
EMPLOYEES' LOCAL 630



Michael Mullin, County Manager



Ronnie Burriss, Business Manager

Date: 10/30/19

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