

## 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 7/13/20.

The parties' current Collective Bargaining Agreement ("CBA") will expire September 30, 2020. The County and the Union agree to extend the terms of the current CBA through September 30, 2021, as a one (1) year agreement.

With respect to Article 18, Wages, the parties intend the following:

In Section 18.2, page 36, the second paragraph regarding CPI-U adjustments, the language shall be revised to include fiscal year 2020-2021. Specifically, the provision shall be revised to read as follows:

The pay structure shall list every classification (job title) included in Local 630, the pay grade assigned to each classification and the assigned salary range for each pay grade. For fiscal year **2020-2021**, salary ranges as well as the base pay of Union employees shall be adjusted using the Consumer Price Index (CPI-U), US city average, promulgated by the U.S. Department of Labor, Bureau of Labor Statistics, using the annual average for "all items" most recently promulgated prior to the immediately preceding October 1<sup>st</sup> or two-point five percent (2.5%), whichever is less. In years where the CPI-U decreases, there will be no such adjustments made to salary ranges or the base pay of Union employees. Adjustments made due to the changes in the CPI-U shall be implemented prior to any performance increase.

With respect to Article 11, Vacation Leave, the parties intend the following:

In Section 11.7, page 21, the parties agree to remove the maximum accrual amount of 400 hours solely for Fiscal Year ending 2020. Specifically, Section 11.7 shall be revised to read as follows:

For Fiscal Year ending 2020 only, there shall not be a limit on the number of vacation hours that can be accrued. For purposes of sell back to the County, employees who have accrued four-hundred (400) hours as of September 30<sup>th</sup> may elect to sell back up to forty (40) hours at the employee's current regular rate of pay. Said payment shall be made in the first payday in December.

With respect to Article 12, Sick Leave, the parties intend the following:

In Section 12.8, page 23, the parties agree to remove that the bonus day must be taken off within the twelve (12) month period after it is earned solely through the contract ending September 30, 2021. Specifically, Section 12.8 shall be revised to read as follows:

Employees in the bargaining unit who complete any quarter (January 1<sup>st</sup> – March 31<sup>st</sup>, April 1<sup>st</sup> – June 30<sup>th</sup>, July 1<sup>st</sup> – September 30<sup>th</sup> or October 1<sup>st</sup> – December 31<sup>st</sup>) without charging sick leave or Leave Without Pay, shall accrue one (1) bonus day off with pay at the completion of the quarter, at the employee's normal straight time rate. Bonus days shall be scheduled off when mutually agreeable with management, but through the contract ending September 30, 2021 there will be no bonus days forfeited for not taking off within the twelve (12) month period after it is earned. Employees when eligible and authorized may use their bonus days for any reason they deem necessary. However, at no time will bonus leave used count as time worked for the purposes as overtime.

With respect to Article 21, Safety and Health, the parties intend the following:

In Section 21.9, page 45, the parties agree to not forfeit any bonus days that are not taken off within the fiscal year it is earned solely for Fiscal Year ending 2020. Specifically, Section 21.9 shall be revised to read as follows:

Employees in the bargaining unit who complete any fiscal year (October 1st thru September 30th) without incurring an injury in the line of duty shall be entitled to one (1) bonus day off with pay at the employee's normal straight time rate. Bonus days shall be scheduled off when mutually agreeable with management, however for Fiscal Year ending 2020 unused bonus days will be carried over and not forfeited.

With respect to Article 27, Job Qualifications, Promotions, & Automatic Reclassifications, the parties intend the following:

In Section 27.1, page 52 the parties agree to remove the maximum time limit that a vacated position must be filled solely through the contract ending September 30, 2021. Specifically, Section 27.1 shall be revised to read as follows:

Whenever a job opening occurs, other than a temporary opening, in any existing job classification or as the result of the development or establishment of a new job classification, a notice of such opening shall be posted for fourteen (14) calendar days. A copy of all job openings will be emailed to the Business Manager at the time of posting. Vacant budgeted positions will be filled as soon as possible.

The parties agree that this Memorandum of Understanding shall be in effect through September 30, 2021.

The County and the Union accept the above-stated terms as mutually agreeable.

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

  
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Authorized Representative

Date: 7/14/20

NORTHEAST FLORIDA PUBLIC  
EMPLOYEES' LOCAL 630

*Ronnie Burris*  
\_\_\_\_\_  
Authorized Representative

Date: 7/13/20