

**REVISED**  
**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 01/07/2021.

Both parties agree that the MOU entered into on March 21, 2020, relating to the conversion of Road employees to a ten (10) hour workday due to the COVID 19 pandemic shall be rescinded, and as such, effective January 2, 2021:

Road Department employees will return to a standard workweek which shall consist of five (5), eight (8) hour days, Monday thru Friday.

Effective January 9, 2021, the Union understands and agrees that the County is creating a Fire Crew within the Road Department, consisting of three (3) positions to be comprised of the classification of Equipment Operator I and below as determined based on project needs. This crew will be scheduled to work four (4), ten (10) hour workdays, Saturdays thru Tuesdays.

Employees, to the extent feasible, will be selected for the Fire Crew on a voluntary basis. The County will ask Road employees in the needed positions to volunteer, selecting the employee with the greatest seniority in that position. Conversely, should no employee volunteer, the County will select the employee in the needed position with the lowest seniority in that position.

With reference to the Collective Bargaining Agreement (“CBA”) between the County and the Union, the County and the Union are confirming their understanding of the following:

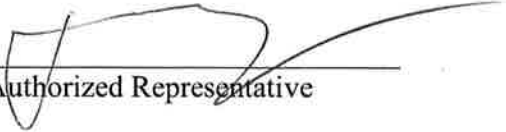
Article 17, Hours of Work and Overtime, Section 17.3, of the CBA states that the Public Employer may schedule the normal work force on a ten (10) hour workday, four (4) day work week. This shall further clarify that employees of the Road Department permanently assigned to the Fire Crew, whose schedule shall be Saturday thru Tuesday, shall receive an additional \$2.00 an hour pay differential for all scheduled hours. It is further agreed that the \$2.00 Fire Crew pay differential is not eligible for purposes of payout of accrued leave, neither annually nor at the time of separation from the County. It is further understood and agreed that any employee who temporarily fills in for a member on the Fire Crew will not receive the pay differential, but instead will earn overtime as otherwise outlined in the CBA.

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

  
\_\_\_\_\_  
Authorized Representative

Date: 1/7/21

NORTHEAST FLORIDA PUBLIC  
EMPLOYEES' LOCAL 630

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

Date: 1/6/2021