

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 2/25/21.

On January 7, 2021, the Union and the County entered into an MOU creating a Fire Crew within the Road Department and implementing additional pay for those employees assigned to work on that crew.

Similar to this, the Facilities Maintenance Division has recently determined the need for two (2) Custodial Worker positions to work eight (8) hour days, to include every Saturday and Sunday. As such, the Union and the County agree that employees selected to work on this crew will also receive the Fire Crew incentive pay of \$2.00 an hour. Custodial Worker’s filling Fire Crew positions will stay in these positions until such time as a request is made to move to another Custodial Worker vacancy with a different schedule. Fire Crew employees in the Road Department will continue to be assigned based on the MOU dated January 7, 2021.

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(B), of the CBA states, in part, hours of work will not necessarily be scheduled from Monday through Friday. This shall further state that employees of the Road and Facilities Maintenance Departments permanently assigned to what is now referred to as a Fire Crew, whose schedule shall include every Saturday and Sunday, 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

Taco E. Pope, AICP
Authorized Representative
Taco Pope, AICP, County Manager

Date: 2/25/21

NORTHEAST FLORIDA PUBLIC
EMPLOYEES' LOCAL 630

Ronnie Burris
Authorized Representative
Ronnie Burris, L630 Business Manager

Date: 2/25/21