

MEMORANDUM OF UNDERSTANDING
Appendix A – Pay Matrix Update
Adjustment to Full Time Employee Count

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 June 13, 2022.

The County and Union both recognize that the compensation plan is intended to provide all employees with equitable and competitive pay, relative to pay received by other employees performing similar work in other areas of the County’s organization and also comparative to rates received by other employees in the labor market from which the County employees are recruited.

It is further recognized that the County’s existing pay structure is not reflective of the current needs of the County and is also inconsistent with the rapidly changing labor market. As such, in an effort to create a new pay structure consistent and competitive with the current market, the County and the Union understand and mutually agree to the following changes in reference to the Collective Bargaining Agreement (“CBA”) between the County and the Union:

Appendix A – Pay Structure – both parties agree that the current Appendix A – Pay Structure shall be increase by \$2.00 across-the-board, thereby increasing each member of the union’s hourly rate of pay by \$2.00.

In addition to the above, the County, in an effort to increase the operational functionality of the Road Department, will be increasing the number of Maintenance Operator II positions by four (4). This will be accomplished by reclassifying four (4) Maintenance Operator Is. In consideration for the increased number of Maintenance Operator IIs both parties agree that two (2) vacant Maintenance Helper II positions will be defunded.

The parties agree that this Memorandum of Understanding shall be effective one day following ratification from both the Union and the County.

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



Aaron C. Bell
Its: Chairman

Date: 6-13-22

NORTHEAST FLORIDA PUBLIC
EMPLOYEES' LOCAL 630



Ronnie Burris
Authorized Representative

Date: 6/16/22