

**MEMORANDUM OF UNDERSTANDING
AMENDED TO INCLUDE 40 HOUR EMPLOYEES**

BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") AND LOCAL 3101 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter "the Union"), entered into on 5-31-13.

With reference to the Collective Bargaining Agreement ("CBA") between the County and the Union, the County and the Union understand and mutually agree as follows:

Article 25, Longevity Pay, Section 25.1, of the CBA provides that:

"All bargaining unit employees hired before October 1, 2012, will receive \$40.00 per month longevity pay for each five (5) years of service."

The County and the Union agree that the calculation of longevity pay will be converted into an hourly rate, derived from 2,912 hours worked per year. The hourly equivalent for purposes of this calculation shall be as follows:

6-10 years	.1648
11-15 years	.3297
16-20 years	.4945
21-25 years	.6593
26-30 years	.8242

The County and the Union agree that the calculation of longevity pay for 40 hour employees will be converted into an hourly rate, derived from 2,080 hours worked per year. The hourly equivalent for purposes of this calculation shall be as follows:

6-10 years	.2308
11-15 years	.4615
16-20 years	.6923
21-25 years	.9231
26-30 years	1.1538

The parties agree that this Memorandum of Understanding shall be in effect until rescinded by both parties in writing.

The County and the Union accept the above-stated terms and modifications to the Agreement 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



Ted Selby, County Manager

Date: 5/31/13

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, Local 3101



Mark Adams, President

Date: 5-31-13

MEMORANDUM OF UNDERSTANDING

BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") AND LOCAL 3101 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter "the Union"), entered into on May 13, 2013.

With reference to the Collective Bargaining Agreement ("CBA") between the County and the Union, the County and the Union understand and mutually agree as follows:

Article 25, Longevity Pay, Section 25.1, of the CBA provides that:

"All bargaining unit employees hired before October 1, 2012, will receive \$40.00 per month longevity pay for each five (5) years of service."

The County and the Union agree that the calculation of longevity pay will be converted into an hourly rate, derived from 2,912 hours worked per year. The hourly equivalent for purposes of this calculation shall be as follows:

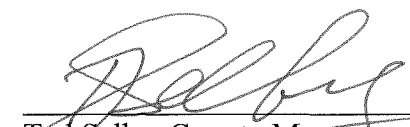
5-9 years	.1648
10-14 years	.3297
15-19 years	.4915
20-24 years	.6593
25-29 years	.8242.

The parties agree that this Memorandum of Understanding shall be in effect until rescinded by both parties in writing.

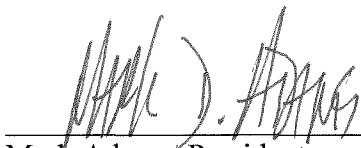
The County and the Union accept the above-stated terms and modifications to the Agreement as mutually agreeable. IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, Local 3101



Ted Selby, County Manager



Mark Adams, President

Date: 5/13/13

Date: 5-13-13