

**MEMORANDUM OF UNDERSTANDING
Firefighter/Paramedic Vacancies**

BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter the "County") AND LOCAL 3101 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter the "Union"), entered into on April 11, 2022.

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:

Beginning the next pay period after ratification from the Union and the County of this MOU, overtime hours worked while performing in a Vacant Firefighter/Paramedic position (defined as the person riding on the Rescue unit in the position of a Firefighter/Paramedic in Workforce Telestaff, to which there is no one is permanently assigned) will be paid at a double time rate for the individual working the overtime position. The intent is for this double time payment to cover only positions that are currently not filled permanently, not including positions where the assigned person is on any type of leave, OJI, etc. This double time will be coded as such for ease of implementation and tracking purposes. For this MOU, Garcia time will not qualify as overtime nor be eligible for double time. The hours subject to the adjusted overtime rates pertaining to this MOU are shown below:

120-Hour Pay Cycle

Hours Worked*	Pay Type	Pay Code	FF/Paramedic OT Worked Within These Hours:
1 thru 106	Straight Time	100	Not Applicable
107 thru 120	Garcia	160	Not Applicable
121 +	Overtime	TBD	Overtime Paid at Double Time Rate

96-Hour Pay Cycle

Hours Worked*	Pay Type	Pay Code	FF/Paramedic OT Worked Within These Hours:
1 thru 96	Straight Time	100	Not Applicable
97 thru 106	Straight Time	100	Not Applicable
107 +	Overtime	TBD	Overtime Paid at Double Time Rate

Employees who, at the end of their pay cycle, have earned Overtime (TBD) in accordance with Article 24.1 of the CBA, shall be paid double time for hours worked in a Vacant Firefighter/Paramedic opening as provided for in the above examples, and subject to the following limitations.


The double time rate will not be compounded for any situation, including but not limited to, a declared state of emergency, holiday, or in the event of a unit(s) being deployed as part of a mutual aid or statewide mission. No employee receiving double time as a result of this MOU is eligible for double time under any other provision of the CBA, or otherwise.

Individuals working in the Vacant Firefighter/Paramedic overtime positions, who are eligible for the double time pay must complete a double time request form and submit it with their timesheet


to assist payroll with the tracking of these hours. Forms not turned in timely or that are incomplete may delay payment of eligible double time until the next pay period.

The parties agree that this Memorandum of Understanding shall be effective for an initial period of up to ninety (90) days from the date of ratification by both parties and limited to a budget of \$120,000. Once the budget of \$120,000 has been used, this program shall immediately terminate and this MOU shall expire, even if the ninety (90) day period has not yet lapsed. If any funds are remaining after ninety (90) days, this MOU may be extended by agreement of both the County and the Union for up to an additional thirty (30) days or until the remaining budget has been fully expended, whichever comes first. In no case will this MOU allow for cost in excess of \$120,000 nor may it extend past September 30, 2022, at 23:59. 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
County Manager


INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, Local 3101


Darron Ayscue
President

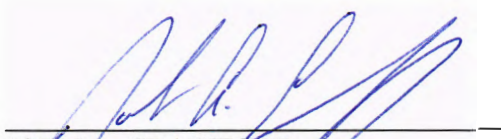
Date: April 11, 2022

Date: April 19, 2022

BOARD OF COUNTY COMMISSIONERS
NASSAU COUNTY, FLORIDA


Jeff Gray
Its: Vice-Chairman

ATTEST TO CHAIR'S SIGNATURE


JOHN A. CRAWFORD
Its: Ex-Officio Clerk