

**MEMORANDUM OF UNDERSTANDING
Promotions**

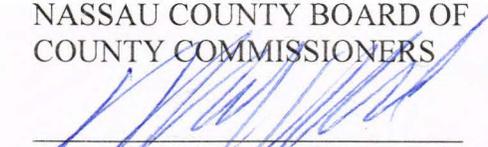
BETWEEN THE NASSAU COUNTY BOARD OF COUNTY COMMISSIONERS (hereinafter "the County") AND LOCAL 3101 INTERNATIONAL ASSOCIATION OF FIREFIGHTERS (hereinafter "the Union"), entered into on 12-11-2019.

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 11.10 was changed during the recent contract negotiations to allow for a committee to be formed to select additional reading materials to be included in the reading list for the promotional examinations for each rank. The agreed upon language in the contract states "Any changes to this list will require the committee to reconvene and must be announced at least one-hundred-twenty (120) days prior to an exam being announced for the specific rank".
- The County and the Union agree that the intent of this article was, and should have said, "must be announced at least one-hundred-twenty (120) days prior to the exam being given for the specific rank".

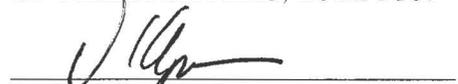
The parties agree that this Memorandum of Understanding shall be in effect until updated or changed in the Collective Bargaining Agreement. The County and the Union accept the above-stated interpretation as mutually agreeable. IN WITNESS WHEREOF, the parties hereto have caused this Memorandum of Understanding to be signed with their respective names by their respective representatives thereon to duly authorize.

NASSAU COUNTY BOARD OF
COUNTY COMMISSIONERS



Michael Mullin, County Manager

INTERNATIONAL ASSOCIATION
OF FIREFIGHTERS, Local 3101



Darron Ayscue, President

Date: 12-11-19

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