

Memorandum of Understanding

FY16-05 – Revision of Language – CBA Article 38

This Memorandum of Understanding (MOU) is entered into this 21st day of January, 2016 by and between the PASCO COUNTY, FLORIDA, BOARD OF COUNTY COMMISSIONERS (hereinafter referred to as "County") and PASCO COUNTY PROFESSIONAL FIREFIGHTERS, IAFF LOCAL 4420 (hereinafter referred to as "Union").

WHEREAS, the COUNTY and UNION have previously reached an agreement to engage in a Collective Bargaining Agreement for Rank and File personnel, commenced on December 1, 2015, and;

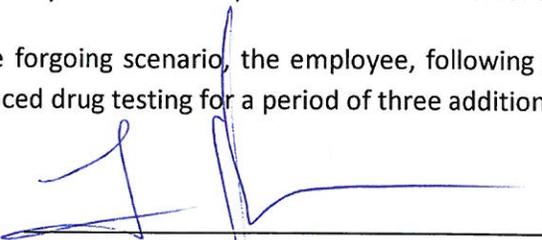
WHEREAS, both the COUNTY and UNION have jointly agreed to amend the language in Article 38, specifically Section 38.4;

NOW THEREFORE, the parties agree as follows:

1. The COUNTY and the UNION hereby agree to the following revised language for Section 38.4 of the CBA:

An employee who submits a written request for dependency assistance to the Fire Chief or the Human Resources Director prior to receiving an order to submit to drug or alcohol testing will be placed on unpaid leave, during which time the employee will participate in dependency treatment at their own expense. Employees may utilize the Employee Assistance Program or their own Health Insurance for assistance with expenses. Prior to returning to work, the employee must be evaluated and determined to be fit for duty by a licensed health care professional. The employee may use accrued leave to maintain a source of income during the leave period. For purposes of this section, "prior to" means no less than 24 hours prior to an order to submit to testing. An employee who is not determined to be fit for duty within 365 days of the start of leave for dependency treatment may be terminated, at the sole discretion of the Fire Chief.

Under the forgoing scenario, the employee, following a return to work, will be subject to and must submit to unannounced drug testing for a period of three additional years.



Timothy Zukosky
President, PCPFF, IAFF Local 4420

1/21/16
Date



Scott M. Cassin
Fire Chief, Pasco County Fire Rescue

1/21/16
Date



Barbara Hitzemann
Human Resources Director, Pasco County

1/22/16
Date