

# Memorandum of Understanding

## FY16-06 – Educational Incentive Pay

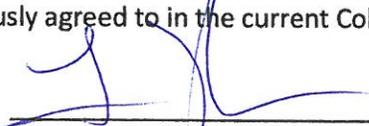
This Memorandum of Understanding (MOU) is entered into this 21<sup>st</sup> day of January, 2016 by and between the PASCO COUNTY, FLORIDA, BOARD OF COUNTY COMMISSIONERS (hereinafter referred to as "County") and PASCO COUNTY PROFESSIONAL FIREFIGHTERS, IAFF LOCAL 4420 (hereinafter referred to as "Union").

**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 the following procedure for compensating individuals who have obtained college degrees ;

**NOW THEREFORE**, the parties agree as follows:

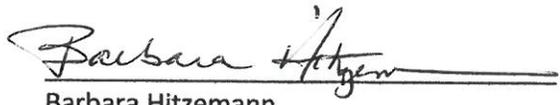
1. The COUNTY and the UNION hereby agree to the following procedure for compensating individuals who have obtained college degrees:
  - a. Any Bargaining Unit Employee who obtains a college degree shall submit a copy of the college transcript or diploma to the Personnel Chief, who shall forward it to Human Resources. Human Resources shall process an educational incentive pay of \$50 per month for an Associate's Degree or \$110 per month for a Bachelor's Degree beginning the first full pay period in July, 2016 (July 10<sup>th</sup> – July 23<sup>rd</sup>, payable on July 29<sup>th</sup>, 2016).
  - b. Any current bargaining unit members who already possess either an Associate's Degree or a Bachelor's degree will also be eligible to receive the above mentioned \$50 or \$110 educational incentive pay per month effective the first full pay period in July 2016 (July 10<sup>th</sup> – July 23<sup>rd</sup>, payable on July 29<sup>th</sup>, 2016), provided that they submit a copy of either their transcript or diploma timely to the Personnel Chief, who will then forward it to Human Resources for processing. Employees who submit their proof of eligibility late will have the incentive begin the first full pay period after the submission of the documents.
  - c. Employees may only be paid for one degree incentive payment. (i.e. An employee that holds both an Associate's degree and a Bachelor's degree shall be paid a maximum of \$110 per month.)
  - d. This MOU supersedes any previous educational incentive policies as well as the language in the Career Service Manual. Further discussion on this provision will be part of the wage opener for the FY17 budget year, as previously agreed to in the current Collective Bargaining Agreement.

  
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Timothy Zukosky  
President, PCPFF, IAFF Local 4420

1/21/16  
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Date

  
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Scott M. Cassin  
Fire Chief, Pasco County Fire Rescue

1/21/16  
\_\_\_\_\_  
Date

  
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Barbara Hitzemann  
Human Resources Director, Pasco County

1/29/16  
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Date