

Memorandum of Understanding

FY16-11 – Revision of Language – CBA Article 29

This Memorandum of Understanding (MOU) is entered into this 17th day of November, 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;

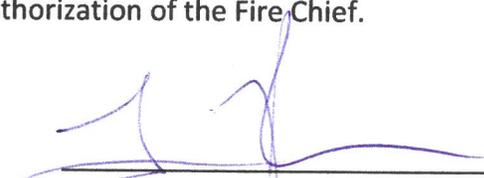
WHEREAS, both the COUNTY and UNION have jointly agreed to amend the language in Article 29, specifically including new language under Section 29.4;

NOW THEREFORE, the parties agree as follows:

1. The COUNTY and the UNION hereby agree to the following new language for Section 29.4 of the CBA:

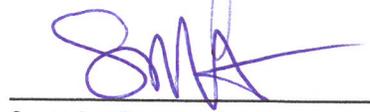
29.4 **SHORT TERM MILITARY LEAVE.** An employee who, by reason of membership in the Florida National Guard or one of the United States military reserve components, is ordered by an appropriate authority to attend a training period or encampment, shall, upon presentation of a copy of his official orders, or appropriate military certification, be granted leave of absence with pay. Such leave with pay shall not exceed 456 work hours in any calendar year period for those personnel assigned to twenty-four (24) hour shifts. All other personnel shall not exceed 240 hours.

This leave shall be eligible for shifts occurring during the ordered training or encampment period. This eligibility shall also include any portion of a shift that occurs within twelve (12) hours of the start time of the order. Any variations to the shifts covered by this provision will require the authorization of the Fire Chief.



Timothy Zukosky
President, PCPFF, IAFF Local 4420

11/15/16
Date



Scott M. Cassin
Fire Chief, Pasco County Fire Rescue

11/17/16
Date



Barbara Hitzemann
Human Resources Director, Pasco County

11/29/16
Date