

Memorandum of Understanding

FY17-01 – Change to Article 48 – Working at Higher Classification

This Memorandum of Understanding (MOU) is entered into this 29th 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").

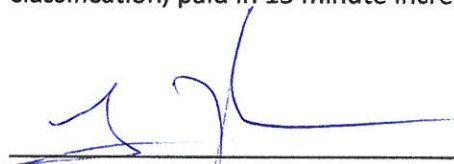
WHEREAS, the COUNTY and UNION have previously reached an agreement to engage in a Collective Bargaining Agreement for Rank and File personnel, commenced on December 1, 2015, and;

WHEREAS, both the COUNTY and UNION have jointly agreed to make the following change to Rank and File CBA in the first paragraph of Article 48.1.

NOW THEREFORE, the parties agree as follows:

1. Effective October 1, 2016, Article 48.1 now reads as follows:


"A shift employee who is required to accept responsibilities and carry out the duties of a position or rank above that which he normally holds, shall be paid at a rate as described in the schedule below. The employee shall receive compensation for all time worked at a higher classification, paid in 15 minute increments."



Timothy Zukosky
President, PCPFF, IAFF Local 4420

1/19/17

Date



Scott M. Cassin
Fire Chief, Pasco County Fire Rescue

1/19/17

Date



Barbara Hitzemann
Human Resources Director, Pasco County

1/27/17

Date

ARTICLE 48
WORKING AT A HIGHER CLASSIFICATION

48.1 A shift employee who is required to accept responsibilities and carry out the duties of a position or rank above that which he normally holds, shall be paid at a rate as described in the schedule below. The employee shall receive compensation for all time worked at a higher classification, paid in 15 minute increments.

Firefighter working as a Driver Engineer = 5% increase in pay

Driver Engineer working as a Captain = 10% increase in pay

Captain working as a Battalion Chief = 15% increase in pay

48.2 A 40 hour per week employee who is required to accept responsibilities and carry out the duties of a position or rank above that which he normally holds, shall be paid at the appropriate rate for the higher position as described in the Career Service Manual. The employee shall complete 21 calendar days at the higher classification prior to receiving compensation.