



Memorandum of Understanding

FY-22-04 – Adjunct Instructor; Supervisory Unit

This Memorandum of Understanding (MOU) is entered into this 15th Day of June, 2022 by and between the PASCO COUNTY, FLORIDA BOARD OF COUNTY COMMISSIONERS (hereinafter referred to as “County” and the 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 (CBA), commenced on January 11, 2022 and still in force, and;

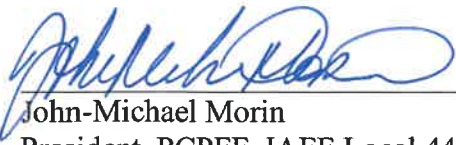
WHEREAS, both the COUNTY and UNION have jointly agreed to make the following change to Article 44 – Adjunct Instructor Pay of the Supervisory Unit CBA.

WHEREAS the COUNTY and UNION agree instructors shall be paid based on upon credentials, without regard to rank and rate of pay shall not differ between Rank and File and Supervisory Contracts, except as determined in this agreement.

NOW THEREFORE, the parties agree as follows:

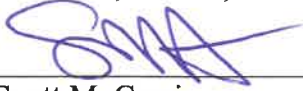
1. The Adjunct Instructor position is voluntary.
2. Adjunct Instructors shall be compensated per hour worked at the rate negotiated between Pasco County and IAFF Local 4420.
3. Except as allowed by this agreement, the Adjunct Instructor shall not be eligible for overtime as a result of their work as an instructor.
4. The Adjunct Instructor in this bargaining unit shall only be paid time and one half their regular hourly wage when working as Blue Card certification instructors.
5. The Adjunct Instructor is a representative of Pasco County and Pasco County Fire Rescue.
6. Adjunct Instructors shall follow all Pasco County and Pasco County Fire Rescue policies and procedures and may be subject to discipline for violation(s) accordingly.

7. Adjunct Instructors shall be covered by the applicable Collective Bargaining Agreement
8. Employees who wish to become Adjunct Instructors shall submit a letter of interest (LOI) package to the Division Chief of Training for qualification as an Adjunct Instructor. Included in the LOI shall be a resume` and copies of applicable instructor credentials.
9. The Adjunct Instructor's credentials/certifications MUST be uploaded to Target Solutions prior to submission of the LOI.
10. Adjunct Instructors must sign the Adjunct Instructor Employment Contract prior to being utilized as an instructor
11. Qualified instructors shall be added to the Adjunct Instructor list and may utilized at the discretion of the Division Chief of Training or designee.
12. An Adjunct Instructor shall only be utilized for curriculum which he/she is explicitly qualified.
13. Adjunct Instructors shall not be reassigned from a shift assignment for a teaching assignment without authorization from the Battalion Chief, Shift Commander, and Division Chief of Training. An Adjunct Instructor may only be reassigned for a teaching assignment when his/her position may be backfilled without the use of overtime. Any deviation MUST be approved by the Fire Chief or designee.
14. Adjunct Instructors who have been assigned to teach a class/course shall not be eligible for shift overtime until after the teaching assignment is completed.
15. Adjunct Instructors shall report to a Lead Instructor, as assigned by the Division Chief of Training or designee.
16. Adjunct Instructors shall be monitored by the Lead Instructor for competency and effectiveness in the classroom/training environment.
17. Adjunct Instructors shall teach courses according to the curriculum assigned without deviation. Deviating from prescribed curriculum without prior approval of the Division Chief of Training shall result in revocation of Adjunct Instructor qualification.



John-Michael Morin
President, PCPFF, IAFF Local 4420

6/15/2022
Date



Scott M. Cassin
Fire Chief, Pasco County Fire Rescue

6/20/2022
Date



Barbara Hitzemann
Director of Human Resources, Pasco County BOCC

6/23/2022
Date