



Memorandum of Understanding

FY-24-02 – Article 44 Paramedic Training (Condition of Employment)

This Memorandum of Understanding (MOU) is entered into this 5th Day of February 2024 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 December 5, 2023, and still in force, and;

WHEREAS, both the COUNTY and UNION have jointly agreed to make the following change to Article 44 of the Rank-and-File Unit CBA.

NOW THEREFORE, the parties agree as follows:

The parties agree to amend Article 44 Paramedic Training as follows:

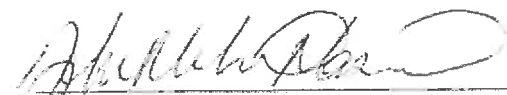
~~44.1 For employees hired after ratification of this agreement and consistent with the mutual desire for an integrated Fire Rescue System, eligibility for employment in a bargaining unit position shall be, at a minimum a Florida State Certified Firefighter and a Florida State Certified EMT. Bargaining unit members shall obtain certification as a Florida State Certified Paramedic within Thirty Six(36) months of their date of hire with the County unless mutually agreed by the County and the Union. Any bargaining unit member hired after ratification of this agreement that fails to obtain paramedic certification and privileges through Pasco County and function in that capacity at the end of the Thirty Six (36) months may be separated from the agency.~~

44.1 For employees hired after ratification of this agreement and consistent with the mutual desire for an integrated Fire Rescue System, eligibility for employment in a bargaining unit position shall be, at a minimum a Florida State Certified Firefighter and a Florida State Certified EMT. Bargaining unit members shall obtain certification as a Florida State Certified Paramedic within thirty-six(36) months of their date of hire with the County. Any bargaining unit member hired after ratification of this agreement that fails to obtain paramedic certification at the end of the thirty-six (36) months will be separated from the agency. Effective upon execution of this memorandum of understanding, any current employee who has not yet satisfied their condition of employment agreement will be subject to these provisions and must become a Florida State Certified Paramedic by the end of the thirty-six month period. Employees hired with a forty-eight month condition of employment must become a Florida State Certified Paramedic by the end of the forty-eight month period. Employees who do not complete paramedic orientation to the County's satisfaction or maintain paramedic privileges throughout their employment will be separated from the agency. The parties agree that all

employees under a condition of employment are required to become practicing paramedics with Pasco County Fire Rescue.

44.2 MOU 22-02 Paramedic Only - shall remain in effect for the duration of the collective bargaining agreement. The parties will continue to recognize these positions within the rank-and-file bargaining unit.

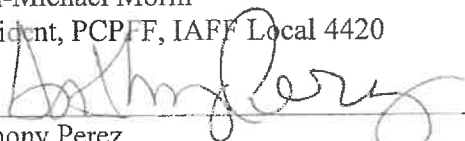
44.3 MOU 21-01 Condition of Employment Extensions (Privileged Paramedics) - will no longer be applicable.



John-Michael Morin
President, PCPFF, IAFF Local 4420

2/5/2024

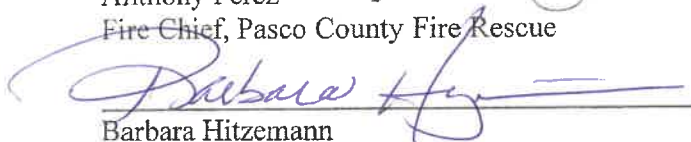
Date



Anthony Perez
Fire Chief, Pasco County Fire Rescue

2/5/24

Date



Barbara Hitzemann
Director of Human Resources, Pasco County BOCC

2/20/2024

Date