



Memorandum of Understanding

FY-24-03 – Article 29 Other Leaves of Absence (Correction 29.4)

This Memorandum of Understanding (MOU) is entered into this 20th 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 29 of the Rank-and-File CBA.

NOW THEREFORE, the parties agree as follows:

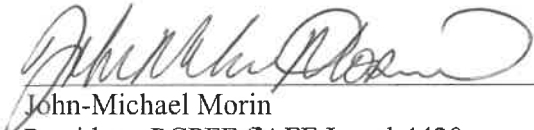
The parties agree that during the preparation of the tentative agreement for review by the members and the Board of County Commissioners a scrivener’s error was made in Article 29.4. The parties agreed to reduce the number of permissible hours for Parental Leave from one-hundred twenty hours (120) to ninety-six (96) hours effective upon ratification. The review documents did not reflect this change. Therefore, by execution of this memorandum, the language shall read:

29.4 Parental Leave

Qualified employees will be eligible for paid parental leave for a consecutive 96 hours. Beginning April 5, 2026, coinciding with the beginning of the 24/72 shift schedule, qualified employees will be eligible for paid parental leave for a consecutive 72 hours. The birthing mother may receive an additional 48 hours (24-hour shift employees), or 40 hours (40-hour employees) of paid parental leave. Total parental leave must be used consecutively. Paid parental leave will run concurrently with any qualifying Family Medical Leave and be counted toward the 480 hours of job protected leave allowed within a rolling 12-month period under the FMLA. All requirements for FMLA (while running concurrently with paid parental leave) must be followed in accordance with federal law, in accordance with the Personnel Policy and Procedure Manual.

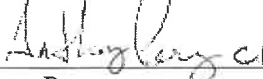
Eligibility and the procedure will fall in line with what is written in Pasco County’s Personnel Policy and Procedure Manual.

(attached to this MOU is a copy of the original agreement, signed by both parties)



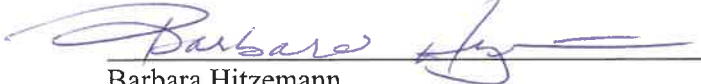
John-Michael Morin
President, PCPFF IAFF Local 4420

2/12/2024
Date



Anthony Perez
Fire Chief, Pasco County Fire Rescue

2/6/2024
Date



Barbara Hitzemann
Director of Human Resources, Pasco County BOCC

2/20/2024
Date