



**ESCAMBIA COUNTY ADMINISTRATION
TRANSMITTAL MESSAGE**

Date: 10-27-2021

TO: Crystal Dadura
Human Resources Department

BCC: 10-21-2021

CAR III-2 Memorandum of Agreement Between Escambia County and the
International Association of EMTs and Paramedics/National Association
of Government Employees/Service Employees International Union Local
5000

Please Initial and Date
Below on Line Provided

Sj 10-27-2021

Sam Jernigan, Program Coordinator, County Administration

Attached for your further handling is a Certified copy of the document noted above. The Clerk's Office retained the Clerk's Original for filing with the Board's Minutes.

*A copy was emailed to Dave Torsell on 10/27/2021.

Thank you.

Department Representative – (Comments as Applicable)

Return This Cover Page & Documents (as applicable) to Sam Jernigan

**Escambia County
Clerk's Original**

10/21/2021 CARI-2

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is made and entered into by and between the Escambia County Board of County Commissioners (hereinafter referred to as the "County") and the International Association of EMTs and Paramedics/National Association of Government Employees/Service Employees International Union Local 5000 (hereinafter referred to as the "Union").

WHEREAS, the parties entered into a Collective Bargaining Agreement ratified and fully executed by the parties as of May 7, 2020 (hereinafter the "CBA"); and

WHEREAS, on or about July 13, 2021, the parties entered into a Memorandum of Agreement to amend the applicable wage rates for the bargaining unit; and

WHEREAS, the parties have agreed to amend the applicable wage rates for the bargaining unit as provided herein.

NOW, THEREFORE, the County and Union agree to amend the CBA as follows:

1. The foregoing recitals are true and correct and incorporated herein by reference.
2. Article 12, subsection 12.01, of the CBA relating to *Wage Rates* is hereby amended as follows:

Effective upon the first full pay cycle following the effective date of this Agreement, the hourly base wage rate for newly hired and existing employees in each bargaining unit classification covered by the CBA will be as follows:

Classification	Current Rate	New Pay Grade	New Base Rate
EMT Full-time	\$15.04	A7	\$18.33
Paramedic Full-time	\$19.19	B3	\$25.32
Storekeeper Technician	\$12.99	A8	\$15.48
EMT Relief	\$15.04	A7	\$20.24
Paramedic Relief	\$19.19	B3	\$27.41


~~Effective upon the first full pay cycle following the effective date of this Agreement, the hourly base wage rate for each existing bargaining unit member covered by the CBA will be reassigned to the appropriate pay grade as provided in the BCG Pay Scale without incurring a decrease in the applicable wage rate.~~


Effective upon the first full pay cycle following the effective date of this Agreement, the hourly base wage rate for each existing bargaining unit member full-time employee covered by the CBA shall be increased as follows: ~~by two percent (2%) as a cost-of-living adjustment (COLA).~~

Classification	Pay Step
EMT Full-time 1-3 Years	+2% increase
EMT Full-time 4-6 Years	+4% increase
EMT Full-time 7+ Years	+6% increase
Paramedic Full-time 1-3 Years	+2% increase
Paramedic Full-time 4-6 Years	+4% increase
Paramedic Full-time 7+ Years	+6% increase
Storekeeper Technician Full-time 1-3 Years	+2% increase
Storekeeper Technician Full-time 4-6 Years	+4% increase
Storekeeper Technician Full-time 7+ Years	+6% increase

CERTIFIED TO BE A TRUE COPY OF THE ORIGINAL ON FILE IN THIS OFFICE. WITNESS MY HAND AND OFFICIAL SEAL.

PAM CHILDERS
CLERK OF THE CIRCUIT COURT & COMPTROLLER
ESCAMBIA COUNTY, FLORIDA

BY:  D.C.
DATE: 10/26/2021



Date: 10/26/2021 Verified By: PALL

Bargaining unit members covered by the CBA will be eligible to receive any across-the-board or cost-of-living adjustment (COLA) wage rate increase that may be approved by the BCC and provided to all other County employees.

3. Article 15 of the CBA relating to *Miscellaneous Benefits* is hereby amended to include the following provision:

15.06 Differential Pay.

Bargaining unit employees who work the majority of their scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. Monday-Friday shall receive \$2.00 per hour above the hourly rate as shift differential pay.

Bargaining unit employees who work the majority of their scheduled shift between the hours of 6:00 a.m. and 6:00 p.m. Saturday-Sunday shall receive \$1.00 per hour above the hourly rate as shift differential pay.

Bargaining unit employees who work the majority of their scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. Saturday-Sunday shall receive \$3.00 per hour above the hourly rate as shift differential pay.

4. The parties hereby agree that all other provisions of the CBA that are not in conflict with the provisions of this Memorandum of Agreement shall remain in full force and effect.

5. Following ratification by both parties, the effective date of this Memorandum of Agreement shall be on the date last executed by the parties hereto.

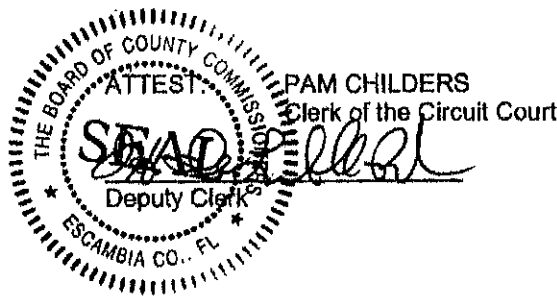
6. This Memorandum of Agreement shall be governed by and construed in accordance with the laws of the State of Florida, and the parties stipulate that venue for any state or federal court action or other proceeding relating to any matter which is the subject of this Agreement shall be in Escambia County, Florida.

IN WITNESS WHEREOF, the parties hereto have made and executed this Memorandum of Agreement on the respective dates under each signature:

[This is to certify that the members of the above collective bargaining unit ratified this Memorandum of Agreement on the 25th day of October, 2021.]

UNION:
Witness: [Signature]
Witness: [Signature]
President: [Signature]
Date: 10/25/2021

[This is to certify that the Board of County Commissioners of Escambia County, Florida ratified this Memorandum of Agreement on the 21st day of October, 2021.]



COUNTY:
[Signature]
Robert Bender, Chairman
Date: 10/26/2021

Approved as to form and legal sufficiency.
By/Title: Kristin D. Hual, DCA
Date: 10-22-2021