

7/18/2021 CARI-33

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, 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:

12.01 Wage Rates.

~~Effective upon the first full pay cycle following the effective date of this Agreement, the hourly base wage rate for employees hired on or after the effective date in each bargaining unit classification covered by the Agreement shall be as follows:~~

~~EMT Full Time ————— \$13.75
EMT Relief ————— \$13.75~~

~~Paramedic Full Time — \$17.96
Paramedic Relief ————— \$17.96~~

~~Effective upon the first full pay cycle following the effective date of this Agreement, the current hourly wage rate for each existing bargaining unit member covered by the Agreement shall be increased as follows:~~


~~EMT Full Time ————— \$1.26
EMT Relief ————— \$1.26~~

~~Paramedic Full Time — \$1.96
Paramedic Relief ————— \$1.96~~

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

Classification	Current Rate	New Pay Grade	New Base Rate
EMT	\$13.75	A7	\$15.04
Paramedic	\$17.96	B3	\$19.19
Storekeeper Technician	\$11.25	A4	\$12.99

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 BCC Pay Scale without incurring a decrease in the applicable wage rate.

Date: 7/14/2021 Verified By: 

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 shall be increased by two percent (2%) as a cost-of-living adjustment (COLA).

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

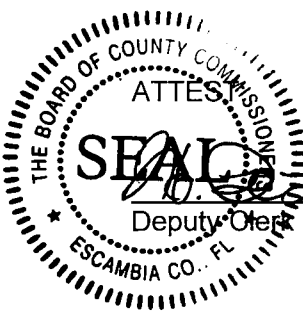
IN WITNESS WHEREOF, the parties hereto have made and executed this Memorandum of Agreement on the respective dates under each signature:

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

Witness: [Signature]
Witness: [Signature]

UNION:
[Signature]
President
Date: 06/21/2021

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



ATTES: PAM CHILDERS
Clerk of the Circuit Court
[Signature]
Deputy Clerk

COUNTY:
[Signature]
Robert Bender, Chairman
Date: 7/13/2021

Approved as to form and legal sufficiency.
By/Title: Kristin D. Hual, SACA
Date: 06-16-2021