

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE LEVY COUNTY BOARD OF COUNTY COMMISSIONERS**

and

**LEVY COUNTY PROFESSIONAL PARAMEDIC AND EMTS,
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL #4069**

This Memorandum of Understanding (MOU) is entered into and between Levy County Board of County Commissioners ("Levy BOCC") and International Association of Fire Fighters ("IAFF"). The purpose of this MOU is to clarify the language contained in Article 26 section (1) of the Collective Bargaining Agreement ("CBA") between Levy BOCC and IAFF as follows:

**Article 26
Union Time Pool**

Section 26.1 There shall be a Union time pool created that will allow Union members to contribute earned annual leave hours for use by the Union for direct representational activities. As well as special circumstances, such as personal or family illness, that would require the recipient to use up their entire sick leave accrued leave hours balance would be eligible to Union Time Pool hours. Situations such as continuing education not covered in Article 16 would be eligible for use of this benefit. The Union Treasurer will present the proper forms to the Personnel Department prior to the requested dates and will assist in administration of the pool. Requests must be authorized 11 (signed) by the Union President, Vice President, or Treasurer. **While Union members are using Union pool time, they shall continue to accrue personal vacation and sick leave at the same rate they accrue such leave while not using Union pool time.**

The Levy BOCC and IAFF both further agree:


1. That this MOU shall be effective upon execution by the Parties;
2. All other sections of Article 26 remain unchanged;
3. No union member is eligible for back pay or back accrual of vacation or sick leave based upon this MOU;
4. That all other provisions of the Collective Bargaining Agreement between the Parties will remain unchanged unless otherwise modified by Memorandum of Understanding; and,

5. That the parties have full legal authority to enter into this MOU.

SIGNATURES ON FOLLOWING PAGE

Levy County Board of County Commissioners,

Date


International Association of Fire Fighters,

5/27/2026
Date