

**Memorandum Of Understanding between Alachua County Board of County
Commissioners and Local #3852 International Association of Fire Fighters General Unit
regarding Retiree Health Insurance Subsidy and Amended Collective Bargaining
Agreement**

This Memorandum of Understanding (“MOU”) dated February [___], 2024, is between Alachua County Board of County Commissioners (the “County”) and those represented by Local 3852’s International Association of Fire Fighters General Unit (the “Union” and, together with the County, the “Parties”). The Parties previously entered into a successor collective bargaining agreement covering the term October 1, 2022 through September 30, 2024, as amended on December 13, 2022, and March 14, 2023 (the, “CBA”).

The Parties engaged in collective bargaining on February 5, 2024, negotiating several topics resulting in this MOU and amendments to the CBA (attached hereto, “Amended CBA”), scheduled to be presented for ratification to the County following ratification by the Union. In addition to the amendments and additions to Articles 7 (Seniority, Promotion, and Hiring) and 8 (Leaves of Absence) in the Amended CBA, the Parties agreed to remove section 15.4 (Retiree Health Insurance Subsidy) from the Amended CBA.

With the removal of section 15.4, Union retirees (who meet the definition of Alachua County retiree) will now receive retiree health insurance subsidies according to County policy (as may be amended from time to time) and receive the same health insurance subsidies as those non-bargaining unit retirees, effective upon ratification by both Parties, and shall continue to be governed by relevant County policy. Current Union retirees (that meet the County’s definition of an Alachua County retiree) shall receive their newly calculated health insurance subsidy the first full month following ratification of this MOU and the Amended CBA. In addition, such retirees will receive retroactive pay that amounts to the difference between the subsidy already received from October 2023, and the total subsidy pursuant to County policy, and as authorized by the County for non-bargaining retirees (“Retroactive Payment”). This Retroactive Payment will be sent in a separate check to the retiree, and will be sent as soon as practical following ratification of this MOU and the Amended CBA.

This Memorandum of Understanding shall be effective upon ratification by both Parties. The Union agrees that the Parties shall retain all other CBA rights, and the CBA will remain unchanged.

*MOU-Retiree Health Insurance Subsidy
IAFF General Unit
[_____, 2024]*

ALACHUA COUNTY, FLORIDA

INTERNATIONAL ASSOCIATION
OF FIRE FIGHTERS LOCAL #3852

BY: _____
Michele Lieberman
County Manager

BY: _____
Robert Smith
President, Local #3852, IAFF

BY: _____
Heather D. Akpan
Human Resources Director

APPROVED AS TO FORM:

Courtney L. Wilson
Senior Assistant County Attorney