



# Hernando County Professional Firefighters

**International Association of Firefighters - Local 3760**



TO: Paul Hasenmeier, Fire Chief  
FROM: Sean Moulton, President Local 3760  
SUBJECT: Memorandum of Understanding, 2023-01  
DATE: July 25, 2023

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This MOU shall represent the mutual agreement between labor and management as it pertains to the Hernando County Fire Rescue EMS Preceptor Pay. This MOU sets forth a pathway for Hernando County Fire Rescue to select and utilize Emergency Medical Services (EMS) Preceptors to accommodate the increasing number of Paramedic interns that are needing to obtain their Hernando County Paramedic privileges.

WHEREAS, the parties agree that the current Collective Bargaining Agreement (CBA) Article 45 "Wages" does not provide a method to compensate EMS Preceptors;

WHEREAS, there is a large number of new Paramedics needing to obtain their Hernando County Paramedic privileges;

WHEREAS, both the department and employees assigned as EMS Preceptors mutually benefit from providing a financial incentive for current HCFR Paramedics to serve in this important role during this increased time of need;

NOW, THEREFORE, the parties agree that:

- A modification in the form of adding an additional section to the current Collective Bargaining Agreement Article 45 "Wages" that states "Paramedics selected to serve as EMS Preceptors will receive an additional \$1.25 per hour during the exact hours that they are serving in the capacity of an EMS Preceptor. If the EMS Preceptors assigned candidate is required to attend a mandatory testing or evaluation on a non-duty day, then the EMS Preceptor will be compensated per FLSA guidelines."
- The department will determine the total number of EMS Preceptors needed.
- The department will decide on the selection process for determining the specific Paramedics chosen to fill these roles.
- This agreement does not dictate a minimum or maximum number of EMS Preceptors at any given time.
- This memorandum will be effective upon full execution by both parties and will automatically expire upon full ratification and implementation of a successor CBA between the parties.



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Witness [Signature]

[Signature]  
Paul Hasenmeier, Fire Chief

Witness [Signature]

[Signature] 8/10/23  
Jeffrey Rogers, County Administrator

### BOARD OF COUNTY COMMISSIONERS HERNANDO COUNTY, FLORIDA

Attest: \_\_\_\_\_  
Douglas A. Chorvat,  
Clerk of Circuit Court &  
Comptroller

\_\_\_\_\_  
John Allocco  
Chairman

Approved As To Form  
And Legal Sufficiency

By Victoria Anderson  
County Attorney's Office

### HERNANDO COUNTY PROFESSIONAL FIREFIGHTERS, LOCAL 3760 IAFF

Witness [Signature]

[Signature]  
Sean Moulton, President, Local 3760