

**MEMORANDUM OF UNDERSTANDING
COMPENSATION STRUCTURE RESEARCH WORK GROUP**

Pasco-Hernando State College ("Employer") and the United Faculty of Florida ("Union"), representing the employees in the bargaining unit established in PERC Certification 1930, hereby enter into this Memorandum of Understanding to create a Compensation Structure Research Work Group ("Work Group") under the following conditions:


1. The Work Group shall consist of the Human Resources Director, three representatives appointed by the Union, and three representatives appointed by the Employer. The Human Resources Director and one of the Union appointees shall serve as co-chairs.
2. The Work Group shall be charged with gathering data, discussing options, and conducting research on the costs and feasibility of implementing a salary schedule for members of the Union's bargaining unit and any other compensation structures as the Work Group deems appropriate.
3. The Work Group shall present any information, data, or options to the parties' bargaining teams by May 1, 2020. The parties agree that compensation, including salary schedules and any other compensation options, provided by the Work Group shall not be binding on the parties and that salary and compensation shall be subject to negotiations.
4. The Work Group shall meet no fewer than four (4) times between the effective date of this Memorandum and May 1, 2020.
5. The parties agree that the Compensation (Article 10) and Benefits (Article 11) tentatively agreed to on August 6, 2019 may be implemented by the College for Academic Year 2019-2020, with future years subject to negotiation by the parties.

For the United Faculty of Florida,



8/6/19
Date

For Pasco-Hernando State College,



8/6/19
Date