

**Pandemic Recognition Pay  
Letter of Agreement**

**I. PARTIES**

The parties to this agreement are Marion County (hereinafter, "the County") and Marion County Juvenile Employees Association (hereinafter, "the Union").

**II. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to recognize the work performed by Marion County employees during the period of the State-declared pandemic emergency.

**III. AGREEMENT**

In March of 2020, Marion County and the world faced a global pandemic. The County, with the impressive work of its employees, was able to stay open, maintain public services, and provide the people of Marion County with the excellent level of services which they deserve.

In an effort to recognize the tremendous work of County employees who worked to maintain services in Marion County during the period of the State-declared pandemic emergency, the County will provide a one-time pandemic recognition pay in the amount of one thousand five hundred dollars (\$1,500), subject to all mandatory withholdings and prorated based on the employees' FTE. This payment will be made to each current, regular employee in the Union employed as of April 1, 2022, and who is also a current employee effective May 10, 2022. The payment will be included in the employee's paycheck on May 10, 2022.

**IV. CONCLUSION**

The chief administrative officer, spokespersons, human resources, and the designated representatives of the Union, to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Termination of agreement: May 10, 2022

Agreed this date: May 3, 2022

For the Union

  
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Annamaria Macias  
MCJEA President

For the County

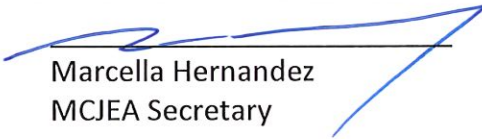
  
\_\_\_\_\_  
Jan Fritz  
Chief Administrative Officer



Brandon Chastain  
MCJEA Vice President



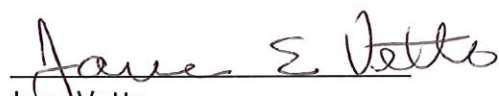
Troy Gregg  
Juvenile Department Director



Marcella Hernandez  
MCJEA Secretary



Salvador Llerenas  
Labor and Employee Relations Manager



Jane Vetto  
County Legal Representative