

IN WITNESS THEREOF, the Parties have caused the Memorandum of Understanding to be signed by their authorized representative as set forth below.

FOR THE TOWN

Marshall Labadie
Town Manager

Date

**FOR THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION**

John S. Kazanjian
President

Date

5/5/23

RATIFICATION

This agreement was ratified by the members and by the Town on the dates below.

FOR THE TOWN

Natasha Moore
Mayor

Date

Attest:

Town Clerk

FOR THE PBA

John S. Kazanjian
President

Date

5/12/23

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE TOWN OF HIGHLAND BEACH AND THE PALM BEACH COUNTY POLICE
BENEVOLENT ASSOCIATION, INC.**

WHEREAS, the Town of Highland Beach (“Town”) and the Palm Beach County Police Benevolent Association, Inc. (“PBA”) entered into a collective bargaining agreement that remains in effect until September 30, 2023 (“Current CBA”);

WHEREAS, the Town and PBA have agreed to and ratified a successor collective bargaining agreement to become effective October 1, 2023 (“Successor CBA”); and

WHEREAS, the Town and PBA have determined it is in the best interest of both parties to implement certain fiscal provisions of the Successor Agreement during the current fiscal year.

NOW THEREFORE, the PBA and Town agree to amend the Current CBA as follows effective the first full pay period in June of 2023 that also occurs after ratification by both parties:

1. Articles, 13, 17, 19, and 25 of the Successor CBA shall replace Articles 13, 17, 19 and 25 of the Current CBA.
2. Article 27, Salary Plan, of the Current CBA shall be amended to implement the Year 1 compensation from the Successor CBA as follows:

All bargaining unit members’ compensation shall be determined pursuant to the Town’s step pay plan as set forth in Exhibit A for Year 1 of the Successor CBA.

All Officers shall remain in the same step, except that Officers in Step 3 shall be slotted into Step 4.

All Sergeants shall remain in the same step, except the following slotting is implemented:

- Sergeant Step 4 is slotted into Sergeant Step 2
- Sergeant Step 7 is slotted into Sergeant Step 3
- Sergeant Step 8 is slotted into Sergeant Step 4

3. The parties agree that the foregoing pay implementation shall be in lieu of any increases during Year 1 of the Successor CBA.
4. This Memorandum of Understanding shall be effective the first full pay period in June of 2023 that also occurs after ratification by both parties.
5. The Parties represent that they have full legal authority to enter into this Memorandum of Understanding.

[REMAINDER OF PAGE BLANK; SIGNATURES FOLLOW ON NEXT PAGE]