



# TOWN OF HIGHLAND BEACH AGENDA MEMORANDUM

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**MEETING TYPE:** Town Commission Meeting

**MEETING DATE** May 23, 2023

**SUBMITTED BY:** Town Manager's Office

**SUBJECT:** Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Palm Beach County Police Benevolent Association, Inc. (PBA) Law Enforcement Agreement October 1, 2023 through September 30, 2026.

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## **SUMMARY:**

Enclosed is the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Palm Beach County Police Benevolent Association, Inc. (PBA) Law Enforcement Agreement October 1, 2023 through September 30, 2026. The agreement has been negotiated in good faith and tentatively agreed to by the PBA and Town of Highland Beach negotiating team. The provisions of the agreement remain consistent with those communicated to the Commission via individual Commissioner meetings.

In summary, the agreement reflects a marketplace costs adjustment needed to move our agency from one of the lowest paid agencies to a top tier (top 1/3) agency for similarly sized and situated municipalities. (Again, we are not attempting to compete with larger agencies such as the City of Boca Raton.) The agreement also addresses current regional, state, and national issues of police officer recruitment and retention, and it does so without placing any additional unfunded liabilities (OPEB) on the Town. Lastly, the cost of the agreement was, and is, accounted for within the five-year forecast; that is, no millage rate implications.

An accompanying agenda item is a memorandum of understanding (MOU) authorizing certain provisions to take effect following the ratification of the collective bargaining agreement. The MOU is the legal instrument employed to commence the said provisions as statute limits collective bargaining agreements to three years.

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## **FISCAL IMPACT:**

Pursuant to CBA and five-year financial forecast.

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**ATTACHMENTS:**

Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Palm Beach County Police Benevolent Association, Inc. (PBA) Law Enforcement Agreement October 1, 2023 through September 30, 2026.

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**RECOMMENDATION:**

Commission ratification of the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Palm Beach County Police Benevolent Association, Inc. (PBA) Law Enforcement Agreement October 1, 2023 through September 30, 2026.