



TOWN OF HIGHLAND BEACH AGENDA MEMORANDUM

MEETING TYPE: Town Commission Meeting

MEETING DATE September 18, 2025

SUBMITTED BY: Town Manager's Office

SUBJECT: Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Police Benevolent Association (PBA), Town Staff Agreement October 1, 2025, through September 30, 2028.

SUMMARY:

Attached is the Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Police Benevolent Association (PBA), effective October 1, 2025, through September 30, 2028. The agreement has been negotiated in good faith and has been tentatively agreed to by both the PBA and the Town's negotiating team.

As previously communicated during our individual meetings, the key provisions of this agreement include:

- Adjustments to the salary table; and,
- Addition of Juneteenth as a recognized holiday; and,
- Language supporting the continuation of the assigned vehicle program; and,
- Authority for the Police Chief to hire experienced officers at higher steps within the salary schedule.

The PBA membership has unanimously ratified the agreement. Importantly, this contract reflects competitive marketplace considerations while avoiding the creation of any additional unfunded liabilities (OPEB). Furthermore, all associated costs have been incorporated within the Town's Five-Year Financial Forecast. As such, the agreement carries no impact on the current millage rate.

In summary, this contract reinforces the Town's commitment to supporting our Police Department with competitive compensation and benefits, while upholding fiscal prudence and long-term financial stability.

FISCAL IMPACT:

Budgeted.

ATTACHMENTS:

Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Police Benevolent Association (PBA) Town Staff Agreement October 1, 2025, through September 30, 2028.
