



Meeting Name: Town Council

Meeting Date: December 17, 2024

Prepared By: Davila, F. CFM

Item Title: Resolution 2024-24 (PBA Collective Bargaining Agreement)

BACKGROUND:

The Town has completed negotiation of a new three-year Collective Bargaining Agreement (“CBA”) with the Palm Beach County Police Benevolent Association, Inc. (“PBA”). The proposed revisions from the existing Agreement are underlined and stricken-through. The agreed upon changes include:

- Adding language for disciplinary grievances procedures, with the Town Manager’s decision being final (Article 12).
- Increasing the accrued leave time of hours earned per pay period by two hours and lowering the required annual usage hours by 20 hours (Article 13).
- Adding Juneteenth (June 19) to the list of Town recognized holidays (Article 14).
- Providing for an Officer in Charge (OIC) to be entitled to a 10% pay increase for working over one working shift (Article 16).
- Increasing from 4% to 5% the current pay of bargaining unit members that are assigned to the midnight shift (Article 16).
- Increasing the full-time detective clothing allowance from \$500 to \$750 per fiscal year (Article 19).
- Adding language to provide for a boot/shoe allowance of \$150 to be paid annually in lump sum (Article 19).
- Adding Unplanned Personal Leave Time (UPLT) to be included as time worked for the purposes of calculating overtime pay (Article 22).
- Updating Road Patrol work shifts (Article 22).
- During a Town of Juno Beach Emergency, if non-essential employees are not to report for work, members shall be paid 1.5 times their base pay (Article 22).
- Adding language for administration to avoid switching officers assigned squad work schedules (Article 22).
- Adding language to allow for year 2 (FY 25/26) and year 3 (FY 26/27) of the contract to have the wages open for negotiation (Article 22).
- Increase the merit wage for all bargaining members from 2% to 2.5% (Article 22).
- Add language to create an incentive program to members reaching specific milestones in years of service (Article 22).
- Adding language for members who are injured on duty while performing their duties to receive leave with pay (Article 26).

- Increasing the funeral, burial, and other related expenses amount from \$5,000.00 to \$15,000.00 (Article 27).

The agreement shall be effective October 1, 2024, and shall continue in effect through September 30, 2027.

RECOMMENDATION:

Town Staff recommends that the Town Council adopt Resolution 2024-24 ratifying a new three-year Collective Bargaining Agreement between the Town and the Palm Beach County Police Benevolent Association, Inc.