

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL
TIME PERSONNEL EMPLOYED BY THE TOWN OF JUNO BEACH
REPRESENTED BY THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION, INC. WITHIN PERC BARGAINING
UNIT NUMBERED 1624

THE TOWN OF JUNO BEACH (herein after referred to as "TOWN") and the
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.
(hereinafter referred to as "PBA") agree as follows:

ARTICLE 24 WAGES

1. For FY 25/26, Police Sergeants will receive a 15.1% wage increase. Police Officers will not receive a wage increase for FY 25/26.

TOWN AND THE PBA AGREE FURTHER:

2. The FY 25/26 pay range for Police Officers will be \$75,343 to \$111,072. The pay range for Police Sergeants will be \$100,378 to \$148,528.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the twenty third day of October, 2025.

FOR THE TOWN OF JUNO BEACH

Robert A. Cole, Town Manager

FOR THE PBA

John Kazanjian, President

