



Meeting Name: Town Council

Meeting Date: November 12, 2025

Prepared By: Emily Alves, CPA, Finance/HR Director

Item Title: Resolution 2025-18 (PBA Collective Bargaining Memorandum of Understanding)

BACKGROUND:

The Town has completed negotiation of the FY 2025-2026 wages as per article 24 of the Collective Bargaining Agreement (“CBA”) with the Palm Beach County Police Benevolent Association, Inc. (“PBA”). The agreed upon changes include:

- 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.
- 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.

The Memorandum of Understanding shall be effective October 1, 2025, and shall continue in effect through September 30, 2026.

RECOMMENDATION:

Town Staff recommends that the Town Council adopt Resolution 2025-18 ratifying the Memorandum of Understanding for the FY 2025-2026 wages between the Town and the Palm Beach County Police Benevolent Association, Inc.