

**MEMORANDUM OF UNDERSTANDING**

**Between**  
**The City of Lake Worth Beach**  
**And**  
**The Lake Worth Beach Professional Managers & Supervisors Union**

WHEREAS, the Professional Managers & Supervisors Union ("PMSA") ratified a tentatively agreed collective bargaining agreement with the City of Lake Worth Beach ("City") on November 30, 2021;

WHEREAS, the tentatively agreed collective bargaining agreement includes provisions relating to a One-Time Signing Incentive in Article 27, Section 2(B) that is to be paid "less applicable withholdings/deductions"; and

WHEREAS, the actual intent of Article 27, Section 2(B) was to make the stated amount payable net of applicable withholdings/deductions.

NOW THEREFORE, the PMSA and City agree to amend Article 27, Section 2(B) of the tentatively agreed collective bargaining agreement to reflect the actual intent.

Article 27, Section 2(B) of the tentatively agreed collective bargaining agreement, ratified by PMSA on November 30, 2021, shall be amended to read as follows for presentation to the City Commission on December 14, 2021:

**(B) One-Time Signing Incentive**

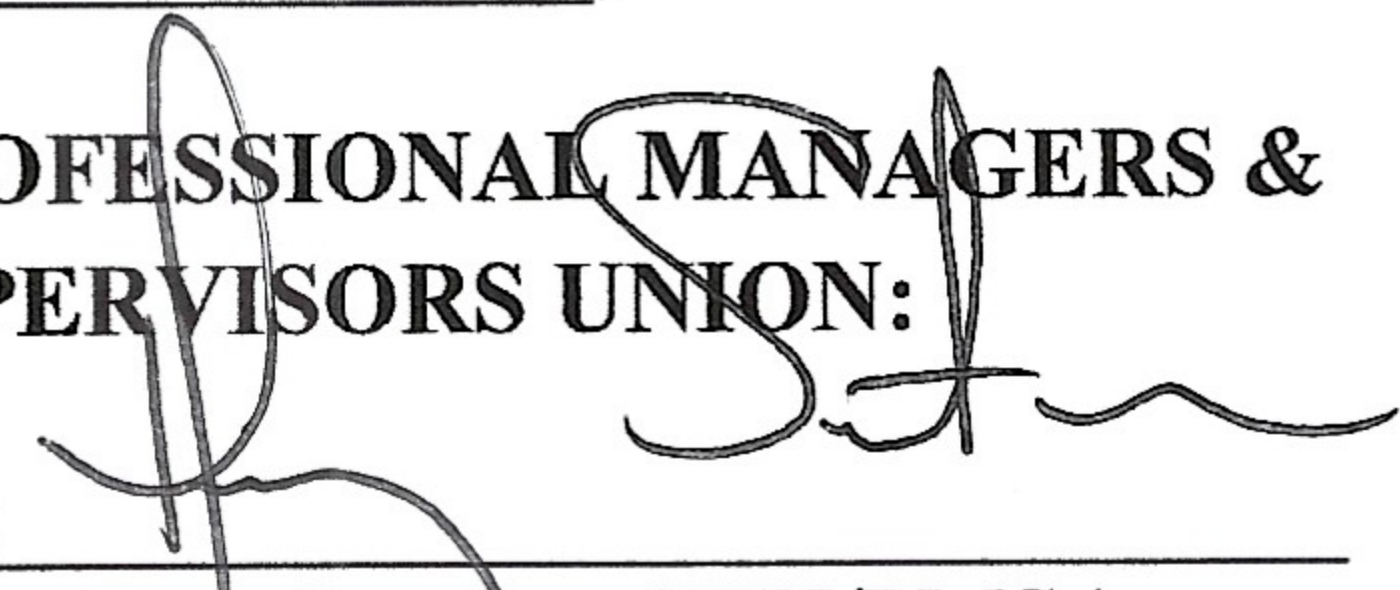
In the 2021/2011 fiscal year, each bargaining unit member shall receive a one-time signing incentive, equal to the net amount of \$2,000.00, provided that the employee: (1) is employed on the effective date of this Agreement upon ratification by both parties; and (2) on the date of payment. The signing incentive shall be paid within thirty (30) days of ratification by both parties.

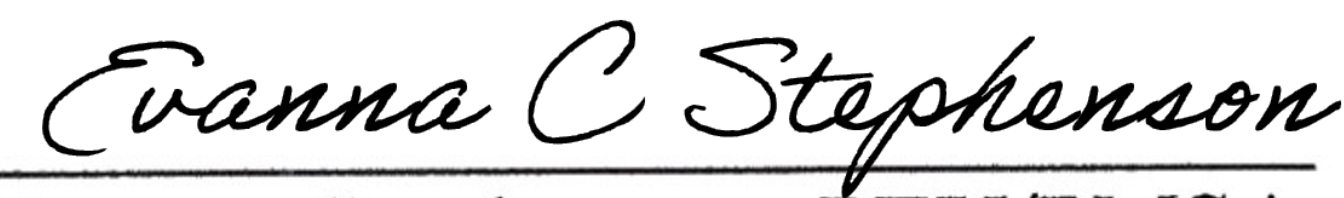
This Memorandum of Understanding was ratified by PMSA on \_\_\_\_\_, 2021 and by the City Commission on \_\_\_\_\_, 2021.

**CITY OF LAKE WORTH BEACH:**

By: \_\_\_\_\_  
Betty C. Resch  
Mayor of the City of Lake Worth Beach

**PROFESSIONAL MANAGERS & SUPERVISORS UNION:**

By:   
Henry Santana, PEU/PMSA  
Administrative Organizer and Chief Negotiator

By:   
Evanna Stephenson, PEU/PMSA  
Lead Delegate