

**TOWN OF SOUTH PALM BEACH, FLORIDA AND
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.
ADDENDUM TO COLLECTIVE BARGAINING AGREEMENT - 2012 – 2015**

This shall memorialize and serve as the Addendum to the 2012 – 2015 Collective Bargaining Agreement reached in reopener collective bargaining negotiations, subject to ratification, by and between the Town of Palm Beach, Florida and Palm Beach County Police Benevolent Association, Inc.

All terms and conditions of the current collective bargaining agreement for 2012 through 2015 shall remain in effect, unless modified by this addendum.

ARTICLE 21, COMPENSATION, shall be modified in full as follows:

1) The base compensation shall be as established for each employee based upon personnel records of the Town. Such amounts shall not increase in any later or other fiscal year unless the Parties so agree. See Article 22 for clarification on how overtime is calculated.

2) During the term of this Agreement, the wage increases for each year of the Agreement are as follows:

On the first payroll after ratification the collective bargaining agreement, for retroactive payments and for fiscal year 2012/2013, a lump sum payment of \$1,500.00 to each bargaining unit member then employed (which does not affect the base compensation of the bargaining unit members).


For fiscal year 2013/2014, the base compensation for each non-probationary bargaining unit member shall be increased by 1.5%, effective October 1, 2013.

For fiscal year 2014/2015, the parties agree to reopen collective bargaining negotiations as to Article 21, Compensation and one other Article chosen by each party respectively, upon the written notice of any party.

This Agreement, as amended, shall take effect upon ratification by both Parties and shall continue in full force and effect through September 30th, 2015. Until a successor agreement has been ratified by the Town and by the bargaining unit, beginning at the conclusion of the term of this Agreement, all wages, hours, terms and conditions of employment shall remain as they were on September 30, 2015, with no changes occurring, and no increases or decreases in benefits of any kind being due and owing to any bargaining unit member. However, the Parties agree that negotiation may be reopened as noted in Article 21.

IN WITNESS THEREOF, the Parties have caused this Agreement to be signed by their duly authorized representatives on the last date noted below.

FOR THE TOWN OF SOUTH PALM BEACH, FLORIDA



TOWN MAYOR



TOWN MANAGER

Date: JAN 13, 2014

As to form:


TOWN LEGAL COUNSEL

FOR THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.



JOHN S. KAZANJIAN, President

Date: 1/14/14



ERNEST W. GEORGE, Executive Director

As to form:


PBCPBA LEGAL COUNSEL