

MEMORANDUM OF UNDERSTANDING PERTAINING TO SENIORITY WITHIN SPECIALTY UNITS OF ALL FULL-TIME LAW ENFORCEMENT OFFICERS IN THE RANKS OF POLICE OFFICER AND SERGEANT WITHIN THE FLORIDA PUBLIC EMPLOYEES RELATIONS COMMISSION BARGAINING UNIT NUMBER 167 EMPLOYED WITHIN THE CITY OF DELRAY BEACH

THE CITY OF DELRAY BEACH, FLORIDA (hereinafter referred to as the "City") and the **PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.** (hereinafter referred to as the "PBA") agree as follows:

1. Article 24, Seniority, of the Police Officers and Sergeants Collective Bargaining Agreement shall be amended to provide an additional Section as indicated by the underscored language below:

Section 5:

Seniority within Delray Beach Police Department specialized units ("unit seniority") shall be calculated from the bargaining unit member's date of entry into the specialized unit and shall govern shift assignments as may be applicable within the specialized unit, vehicle assignments within the specialized unit, call signs within the specialized unit, and equipment assigned within the specialized unit.

All other wages, hours, and terms and conditions of employment within specialized units determined on the basis of seniority shall be calculated from the bargaining unit member's date of employment within the bargaining unit as provided by this Agreement.

THE CITY AND THE PBA AGREE FURTHER:

2. That this Memorandum of Understanding shall be effective from the date of its full execution through and including the expiration of the bargaining unit's Collective Bargaining Agreement; and,
3. That the Parties have full legal authority to enter into this Memorandum of Understanding.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the 17th day of May, 2015.

FOR THE CITY

Donald B Cooper
Donald Cooper, City Manager

Attest:

Cherelle D. Nubin

FOR THE PBA

John Kazanjian
John Kazanjian, President

Gary Lippman
Gary Lippman, General Counsel

Approved as to form and legal sufficiency

Noel Pfeffer
Noel Pfeffer, City Attorney