

**MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL-TIME PERSONNEL EMPLOYED BY THE PALM BEACH COUNTY SHERIFF'S OFFICE REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC, WITHIN PERC BARGAINING UNIT 1416, 1417, 1486, 1487, 1503 and 1768**

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

1. All full-time active employees as of September 9, 2019, shall receive a lump sum cost of living pay supplement equal to one (1) % of their annual base pay as of that date. This supplement shall be in lieu of, and shall not result in, a base-pay adjustment to the PBSO pay plan applicable to the Law Enforcement, Corrections, and Civilian bargaining unit members. For purposes of this MOU, "full-time active employees" shall include those full-time employees on administrative leave with pay, FMLA leave, or military leave.
2. This cost of living pay supplement shall be paid to eligible employees as provided above on September 15, 2019. Notwithstanding, for eligible employees on military leave this supplement shall be paid upon reinstatement or re-employment with the Palm Beach County Sheriff's Office.

**PBSO AND THE PBA AGREE FURTHER:**

1. The Parties have full legal authority to enter into the Memorandum of Understanding.
2. This Memorandum of Understanding shall be effective upon execution by both parties.

**IN WITNESS THEREOF**, THE Parties have caused the Memorandum of Understanding to be signed by their authorized representative on the 26<sup>th</sup> day of August, 2019.

**FOR THE PBSO**

  
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**Ric L. Bradshaw, Sheriff**

  
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**Lisa H. Rubin, Agency Attorney**

**FOR THE PBA**

  
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**John Kazanjian, President**