

**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
UNITS NUMBERED 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. The COLA set forth in Article 29, Section 2 of the LE and Corrections CBA and Article 26 of the Civilian CBA shall be as follows: In and for calendar year 2020, bargaining unit members shall receive a cost of living adjustment (COLA) of three percent (3%). One percent (1%) of which will be effective January 1, 2020, and the balance effective July 1, 2020.
2. The PBSO pay plan applicable to the Law Enforcement, Corrections, and Civilian bargaining unit members shall be adjusted in accordance with the COLA set forth in this MOU.

PBSO AND THE PBA AGREE FURTHER:

3. 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 _____ day of _____, 2019.

FOR THE PBSO

FOR THE PBA

Ric Bradshaw, Sheriff

John Kazanjian, President

Lisa H. Rubin, Agency Attorney