

BK 1/11/19

APPENDIX A

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1-11-19

MEMORANDUM OF UNDERSTANDING ("MOU") WITH REGARD TO ALL FULL-TIME PERSONNEL EMPLOYED BY THE VILLAGE OF TEQUESTA REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC., WITHIN PERC BARGAINING UNIT NUMBERED 1615 AND PERTAINING TO RETIREMENT

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

ARTICLE 29 RETIREMENT

Section 1. The Tequesta Public Safety Retirement Plan as currently written will remain unchanged for the police officers hired between January 1, 1996 and June 9, 2011, except as modified below.

Section 2. Full-time police officers hired between June 9, 2011 to May 31, 2018 who elected to leave their existing 401(a) plan and join the reopened Tequesta Public Safety Retirement Plan, and full-time Police Officers hired after May 31, 2018 will receive the same terms and conditions of the plan as the other Police Officers in the plan, except for the following:

- a.) Years of service will be credited at a rate of 2.75% per year; and
- b.) The employee contribution rate will be six percent (6%) of salary.

Section 3. The Tequesta Public Safety Retirement Plan shall be modified to include an individual defined contribution component (refer to Table 1).

These plan modifications are contingent upon receipt of the approximate funding outlined in GRS' June 8, 2018, letter, as follows:

- a.) \$269,284.00 of 401(a) money will be transferred into the Tequesta Public Safety Retirement Plan;
- b.) \$471,094.00 of previously unreceived Chapter 185 funds for FYE 2014-2017 will be received by the Village, which shall be used to offset required contributions.
- c.) All future Chapter 185 funds received can be used by the Village to offset required contributions.
- d.) The plan currently holds \$333,315.00 in unused Chapter 185 money. Bargaining unit members agree to forgo 50% of this money to the Village

BK 1/11/19
[Signature]
1-11-19

(which can be used by the Village to offset required contributions), and to divide the bargaining unit's portion between all bargaining unit members on a pro-rated basis by months of service. These pro-rated shares of Chapter 185 monies shall be deposited into individual defined contribution share accounts as defined in Section 3, based on the calculations outlined in Table 1 below and shall be subject to the plan's rate of return.

Table 1

	Name	Eligibility Date	Shared Amounts
1.	Smolen, Keith	2/6/2001	\$ 27,479.40
2.	Fabiano, Joseph	4/4/2005	\$ 21,245.65
3.	Lally, Maximilian	10/29/2007	\$ 17,301.85
4.	Korkowski, Raymond	11/19/2007	\$ 17,174.63
5.	Ramirez, Ariel	12/22/2008	\$ 15,520.77
6.	Blanc, Kurt	5/22/2011	\$ 11,831.41
7.	Johnson, Aaron	6/20/2011	\$ 11,322.53
8.	Yildiz, Emir	12/31/2012	\$ 8,778.14
9.	Muniz, Matthew	3/3/2014	\$ 7,633.17
10.	Waychowsky, Daniel	6/4/2014	\$ 7,251.51
11.	Franklin, Jonathan	7/30/2014	\$ 6,997.07
12.	Jarrell, Thomas	11/1/2016	\$ 3,562.15
13.	Scaduto, Christopher	11/1/2016	\$ 3,562.15
14.	Loney, Michael	3/20/2017	\$ 2,926.05
15.	Baldwin, Timothy	9/14/2017	\$ 2,289.95
16.	Donadio, Tana	3/4/2018	\$ 1,526.63
17.	Robinson, Calvin	12/17/2018	\$ 254.44
	Total:		\$166,657.50

Section 4. Upon ratification of this MOU by both parties, the Village will take appropriate legislative steps to amend the Village ordinance that establishes the Public Safety Officers' Pension Trust Fund to incorporate the abovementioned agreement of the parties reached in collective bargaining sessions.

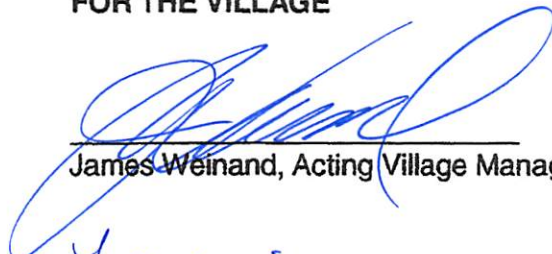
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1-11-19
BK 1/11/19

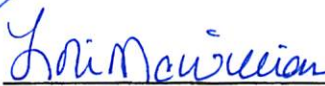
Village and the PBA Agree Further:

1. That this MOU shall be effective from its full execution through and including September 30, 2019; and,
2. That Article 29 will not be open for negotiation for the 2019-2022 Collective Bargaining Agreement.
3. That the Parties have full legal authority to enter into this MOU.

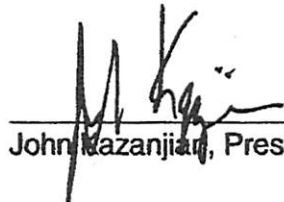
IN WITNESS THEREOF, the Parties have caused this MOU to be signed by their duly authorized representatives on this 14 day of February, 2019.

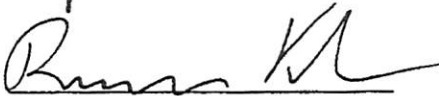
FOR THE VILLAGE


James Weinand, Acting Village Manager


Lori McWilliams, Village Clerk

FOR THE PBA


John Kazanjian, President


Brennan Keeler, Legal Counsel

