

**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. Full-time, active employees that are designated as eligible to receive a mission essential/ mission critical pay differential ("MECPD") shall be paid as set forth herein.
2. The designated members eligible to receive MECPD shall be as agreed upon by the parties.
3. Employees entitled to receive MECPD shall be paid five (5%) percent of the employee's current base rate of pay for work performed during the time period set forth in paragraph 4 below.
4. The time period that MECPD is in effect shall be from the pay period beginning March 12, 2020, through and until the pay period ending June 11, 2020.
5. The MECPD shall not apply during any such time that a designated member is on a no-duty status, on administrative leave (with or without pay), on sick leave, on unapproved leave, or in an unpaid leave status. Notwithstanding, MECPD shall apply when (1) a designated member is on Critical Incident ADM Leave or (2) a designated member is on work comp leave related to COVID-19.
6. This mission essential/ mission critical pay differential shall not modify, or be included as an adjustment to the base level salaries set forth in, the pay plans applicable to Law Enforcement, Corrections, and Civilian bargaining unit members.

PBSO AND THE PBA AGREE FURTHER:

7. 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 as of the ___ day of April, 2020.

FOR THE PBSO



Ric Bradshaw, Sheriff

FOR THE PBA



John Kazanjian, President