

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Town of Ocean Ridge**  
**And**  
**Palm Beach County Police Benevolent Association, Inc.**

WHEREAS, the Palm Beach County Police Benevolent Association, Inc. ("PBA") ratified a tentatively agreed collective bargaining agreement ("Agreement") with the Town of Ocean Ridge ("Town") on March 7, 2022;

WHEREAS, the parties updated their evaluation of comparable wages and benefits; and

WHEREAS, the parties mutually agreed to increase wages and provide a vehicle benefit at the February 6, 2023 Town Commission meeting.

NOW THEREFORE, in consideration of the mutual promises, the PBA and Town agree to the following notwithstanding any contrary provisions in the collective bargaining agreement or Town policies:

- A. Article 20, Wages, Section 20.1 is hereby amended as follows with the underlined language added:

Effective February 6, 2023, the Officer salary schedule shall start at \$62,000 per year.

- B. Article 20, Wages, Section 20.2 is hereby amended as follows with the underlined language added and the ~~stricken~~ language deleted:

Effective February 6, 2023, all bargaining unit members shall have their base annual salary increased by \$7,500.00. The base annual salary increase is not retroactive.

- C. Effective February 6, 2023, the parties have agreed to a lump sum vehicle stipend for Fiscal Year 2022/2023 only. The stipend is \$3,232.88 to cover the period from February 6 through and including September 30, 2023. The vehicle stipend will be payable on the payroll period including September 30, 2023, to current bargaining unit members who remain employed through the date of payment. Bargaining unit members hired after February 6, 2023, who are employed on the date of payment shall be paid a stipend equivalent to the pro-rata days from the date of hire through and including September 30, 2023. Bargaining unit members who separate employment for any reason, whether voluntary or involuntary, prior to the date of payment shall irrevocably forfeit the lump sum vehicle stipend.

The parties agree that the stipend shall be treated as wages and any overtime earned during the relevant period will be recalculated to include the stipend in the regular rate of pay and any additional overtime due will be paid at the same time as the stipend.

- D. In all other respects the Agreement remains the same.

IN WITNESS WHEREOF, the parties have executed this Agreement on the 10<sup>th</sup> day of ~~February~~ March, 2023.

**TOWN OF OCEAN RIDGE:**

By: [Signature]  
Lynne Ladner, Town Manager

By: [Signature] FOR  
Lara Donlon, Town Labor Attorney

**PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.:**

By: [Signature]  
John Kazanjian, PBA President

By: [Signature]  
Larry Fagan, PBA Legal Counsel

This Memorandum of Understanding was ratified by the PBA membership on March 14, 2023 and by the Town Commission on Feb 6, 2023.

Confirmed by:

By: [Signature]  
Susan Hurlburt, Mayor

By: [Signature]  
John Kazanjian, PBA President

By: [Signature]  
Kelly Avery, Town Clerk