

**MEMORANDUM OF UNDERSTANDING**

by and between

**POLICE BENEVOLENT ASSOCIATION, PBA, FLORIDA**

and the

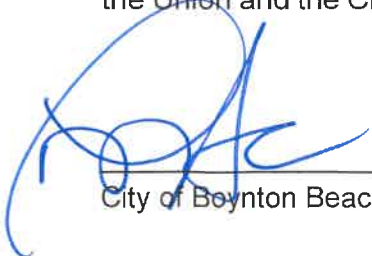
**CITY OF BOYNTON BEACH**

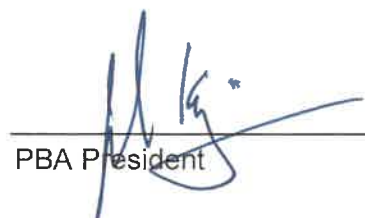
**WHEREAS**, The Police Benevolent Association, PBA (Union) and the City of Boynton Beach (City) engaged in impact bargaining on Friday, June 7, 2023, regarding Paid Parental Leave (PPL).

**IT IS THEREFORE AGREED** by and between the Union and the City as follows:

1. The Union and City agree to the City-sponsored Paid Parental Leave (PPL) provisions.
  - a. Qualifying events:
    - i. Birth of a Child
    - ii. Adoption of a Child
    - iii. Foster Care Placement
2. The Union and City agree that employees may qualify for up to four (4) weeks of Paid Time Off in conjunction with approved FMLA submission; both would initiate the day the child was born or placed in custody with the employee.
3. The Union and City agree that the employee must submit proof of birth or placement within five (5) business days of the child's birth or placement.
4. The Union and City agree that the Paid Parental Leave (PPL) shall be effective, backdated to May 2, 2023, and the child must have been born or placed in custody with the employee on or after May 2, 2023, to qualify for Paid Parental Leave (PPL).
5. The Union and City agree that the employee shall submit all required documentation needed for this provision within the provided timelines.
6. The Union and City agree that Paid Parental Leave (PPL) shall remain in effect until such a date that the City removes this benefit from the Employee's Handbook.

The Union and the City agree that, for and in consideration of the conditions stated herein, the terms and sufficiency of which are hereby agreed to and acknowledged by the Union and the City.

  
\_\_\_\_\_  
City of Boynton Beach 7/10/23

  
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PBA President