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RESOLUTION 32, 2024

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PALM BEACH GARDENS, FLORIDA, APPROVING AND RATIFYING A MEMORANDUM OF UNDERSTANDING WITH THE POLICE BENEVOLENT ASSOCIATION TO AMEND THE CURRENT COLLECTIVE BARGAINING AGREEMENT AT ARTICLE 32, SALARIES, WITH REGARD TO ALL CITY POLICE OFFICERS, SERGEANTS, AND COMMUNICATIONS OPERATORS; PROVIDING AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS, it has been City policy to make salary adjustments necessary to maintain an externally competitive position of being within the top three (3) to five (5) comparable Palm Beach County law enforcement agencies; however, the local law enforcement labor market has changed dramatically; and

WHEREAS, the City has made a determination that offering the bargaining unit employees a special compensation package, beyond what is provided for in the current Collective Bargaining Agreement, will ensure that the Palm Beach Gardens Police Department remains highly competitive with other agencies; and

WHEREAS, the Police Benevolent Association (PBA) has agreed to amend the Salaries Article of the current Collective Bargaining Agreement to provide the subject salary adjustments for the benefit of the bargaining unit employees; and

WHEREAS, the PBA has ratified and adopted a Memorandum of Understanding (MOU) amending the current Collective Bargaining Agreement at Article 32, Salaries, and such MOU is attached hereto and incorporated herein as Exhibit "A"; and

WHEREAS, given the exigent circumstances, staff is confident that this proactive measure will further enhance the City's ability to provide for the safety and security of our community while demonstrating the City's continued commitment to providing competitive compensation for our employees; and

WHEREAS, the City Council deems approval of this Resolution to be in the best interests of the health, safety, and welfare of the residents and citizens of the City of Palm Beach Gardens and the public at large.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PALM BEACH GARDENS, FLORIDA, that:

SECTION 1. The foregoing recitals are hereby affirmed and ratified.

1 **SECTION 2.** The City Council hereby ratifies, confirms, and approves the MOU
2 amending the current Collective Bargaining Agreement at Article 32, Salaries, and
3 authorizes the City Manager to execute the MOU on behalf of the City.
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5 **SECTION 3.** This Resolution shall become effective immediately upon adoption.
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PASSED AND ADOPTED this 2nd day of May, 2024.

CITY OF PALM BEACH GARDENS, FLORIDA

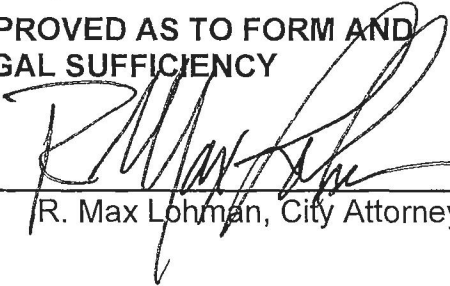
BY: 
Chelsea Reed, Mayor

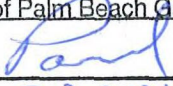
ATTEST:

BY: 
Patricia Snider, CMC, City Clerk

I, Patricia Snider City Clerk
of the City of Palm Beach Gardens
do hereby certify that this is a true copy
as taken from the Official records of the
City of Palm Beach Gardens.

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY

BY: 
R. Max Lohman, City Attorney

City Clerk: 
Date: 5-3-2024

VOTE:

AYE NAY ABSENT

MAYOR REED	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
VICE MAYOR MIDDLETON	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COUNCILMEMBER WOODS	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COUNCILMEMBER TINSLEY	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
COUNCILMEMBER PREMURROSO	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



EXHIBIT "A"

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PALM BEACH GARDENS AND THE POLICE BENEVOLENT ASSOCIATION WITH REGARD TO ALL POLICE OFFICERS, SERGEANTS, AND COMMUNICATIONS OPERATORS EMPLOYED BY THE CITY'S POLICE DEPARTMENT

The City of Palm Beach Gardens ("City") and the Palm Beach County Police Benevolent Association, Inc. ("PBA") agree to amend the current Collective Bargaining Agreement, Article 32, Salaries, as indicated below:

Section 3: The salary ranges effective the first full pay period following ratification of this Article, for each bargaining unit position will be as follows:

Position	Minimum	Maximum
Police Officer	\$ 70,000	\$118,800
Police Sergeant	\$109,000	\$134,000
Communications Operator	\$ 56,120	\$ 86,600
Communications Supervisor	\$ 63,800	\$101,300

Section 4: Effective starting the first full pay period following ratification of this Article, all Officers and Sergeants will receive a 15% increase to their base salaries.

Effective starting the first full pay period following ratification of this Article, all Communications Operators and Supervisors will receive a 7% increase to their base salaries.

Section 5: If an employee receives a wage increase which results in his/her base salary exceeding the maximum of the salary range for the position, then the employee will receive a lump sum payment of the amount that exceeds the maximum of the salary range for the position. Said lump sum payment shall not be added to the employee's base salary.

This Memorandum of Understanding shall be effective upon full ratification of the Parties, through and including September 30, 2025.

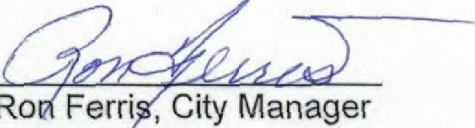
Patricia Swiber City Clerk
of the City of Palm Beach Gardens
do hereby certify that this is a true copy
as taken from the Official records of the
City of Palm Beach Gardens.

City Clerk: *Paul*
Date: 5-3-2024

This Memorandum of Understanding shall be effective upon full ratification of the Parties, through and including September 30, 2025.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on this 2nd day of May, 2024.

**FOR THE CITY OF
PALM BEACH GARDENS**



Ron Ferris, City Manager

**FOR THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION**



John Kazanjian, President

MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF PALM BEACH GARDENS AND THE POLICE BENEVOLENT ASSOCIATION WITH REGARD TO ALL POLICE OFFICERS, SERGEANTS, AND COMMUNICATIONS OPERATORS EMPLOYED BY THE CITY'S POLICE DEPARTMENT

The City of Palm Beach Gardens ("City") and the Palm Beach County Police Benevolent Association, Inc. ("PBA") agree to amend the current Collective Bargaining Agreement, Article 32, Salaries, as indicated below:

Section 3: The salary ranges effective the first full pay period following ratification of this Article, October 1, 2024 for each bargaining unit position will be as follows:

Position	Minimum	Maximum
Police Officer	\$ 64,500 70,000	\$ 110,000 118,800
Police Sergeant	\$ 101,846 109,000	\$134,000
Communications Operator	\$ 56,120	\$ 86,600
Communications Supervisor	\$ 63,800	\$101,300

Section 4: ~~Effective starting the first full pay period beginning on or after October 1, 2022, or on the date of following ratification of this Article, whichever occurs later, all Officers and Sergeants will receive a 15% increase to their base salaries. have their base salaries increased as a result of being placed in the new salary plan, receiving an adjustment to match that indicated in the attached Wage Schedule for FY 2022-2023 which is incorporated into this Agreement as if restated herein. Effective starting the first full pay period beginning on or after October 1, 2022, or on the date of ratification, whichever occurs later, all Communications Operators and Communications Supervisors will receive a 8% increase to their base salaries.~~

~~Effective starting the first full pay period beginning on or after October 1, 2023, all bargaining unit members will receive a 7% increase to base salaries. Effective starting the first full pay period following ratification of this Article, beginning on or after October 1, 2024, all Communications Operators and Supervisors bargaining unit members will receive a 7% increase to their base salaries.~~

Section 5: If an employee receives a wage increase which results in his/her base salary exceeding the maximum of the salary range for the position, then the employee will receive a lump sum payment of the amount that exceeds the maximum of the salary range for the position. Said lump sum payment shall not be added to the employee's base salary.