

**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,
1503, 1486, 1487 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"), jointly referred to as the Parties, agree as follows:

1. Article 31, LONGEVITY, Section 3, of the Law Enforcement and Corrections Collective Bargaining Agreements shall be amended as set forth below:

Section 3.

~~Only bargaining unit members who terminate PBSO employment with less than five (5) years of continuous service and are rehired shall be eligible to bridge their prior service after completion of three (3) years of continuous service after rehire, for purposes of longevity pay only. Members who have retired from FRS are not eligible to bridge prior service.~~

Bargaining unit members who terminate PBSO employment in good standing, either by resignation with adequate notice or retirement, and are rehired, shall be eligible to bridge their prior service after completion of three (3) years of continuous service after rehire, for purposes of longevity pay only.

2. Article 27, LONGEVITY, Section 3, of the Civilian Collective Bargaining Agreement shall be amended as set forth below:

Section 3.

~~Only bargaining unit members who terminate PBSO employment with less than five (5) years of continuous service and are rehired shall be eligible to bridge their prior service after completion of three (3) years of continuous service after rehire, for purposes of longevity pay only. Members who have retired from FRS are not eligible to bridge prior service.~~

Bargaining unit members who terminate PBSO employment in good standing, either by resignation with adequate notice or retirement, and are rehired, shall be eligible to bridge their prior service after completion of three (3) years of continuous service after rehire, for purposes of longevity pay only.

PBSO AND THE PBA AGREE FURTHER:

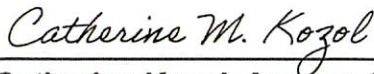
3. The Parties have full legal authority to enter into the Memorandum of Understanding.
4. This Memorandum of Understanding shall be effective upon execution by both parties, however, its application date shall apply from November 1, 2023.

IN WITNESS THEREOF, THE Parties have caused the Memorandum of Understanding to be signed by their authorized representative on the 4th day of September, 2024.

FOR THE PBSO



Ric L. Bradshaw, Sheriff



Catherine Kozol, Agency Attorney

FOR THE PBA



John Kazanjian, President