

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL PERSONNEL EMPLOYED BY THE TOWN OF GULF STREAM REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC., WITHIN PERC BARGAINING UNIT CERTIFICATION 2014.¹

THE TOWN OF GULF STREAM, FLORIDA (hereinafter referred to as "THE TOWN") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as "PBA") agree to edit the collective bargaining agreement between the Parties, which is effective October 1, 2022, through September 30, 2025, as follows:

ARTICLE 21 WORKWEEK AND OVERTIME

...

4. Members who are permanently assigned to work all or a part of the hours between 7 p.m. and 7 a.m. will receive an additional ~~\$2.50~~^{\$2.50} per hour supplement in addition to their base rate of pay for those hours worked between 7 p.m. and 7 a.m. Such differential pay shall be computed in those members' paid leave and overtime rates.

...

ARTICLE 27 WAGES

Bargaining unit members will receive wage increases each fiscal year according to the following schedule:

1. Fiscal Year 2022-2023.

Employees base rates will be adjusted by a 5% across the board increase effective October 1, 2022. In addition, employees will receive a gas allowance in 12 equal monthly installments of \$200 per month during the fiscal year ending with the September 2023 payment, as long as the employee is employed with the Town, which gas allowance will not affect the base wage rates.

2. Fiscal year 2023-2024.

¹ Formerly known as Unit Certification Number 838 (as referenced in the CBA).

The TOWN will increase all members' base rates of pay by a minimum of 7.7%, effective October 1, 2023. However, all employees hired after July 1, 2023, will receive their base wage increase on his/her employment anniversary date.

3. Fiscal Year 2024-2025.

~~The Parties will engage in reopener negotiations on this Article for fiscal year 2024-~~

The Town will increase each member's current annual pay by 4% with a subsequent additional \$4,000 increase to the member's base rate of pay (added after the 4% increase). Both increases will be effective on October 1, 2024.

4. Chief of Police's Discretion

The Chief of Police may increase a member's base wages above the minimum fiscal year increase, at his or her discretion.

...


[EXECUTION PAY TO FOLLOW]

THE TOWN and the PBA agree further:

1. That the agreed upon changes to the aforementioned Article(s) shall appear in said Articles without modifying any other existing subsection;
2. That this Memorandum of Understanding shall be effective as of October 1, 2024, with ratification by both Parties; and
3. That the Parties represent that they 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 on the ___ day of September, 2024.

FOR THE TOWN



Gregory Dunham, Town Manager

FOR THE PBA



John Kazanjian, President, PBA