

**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,
and 1503.**

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:

**ARTICLE 26
EXTRA DUTY EMPLOYMENT**

Section 1.

Only bargaining unit members may be assigned to perform extra duty employment not requiring the services of law enforcement personnel holding the rank of captain or higher.

It is understood and agreed that personnel holding the rank of captain and/or higher shall not perform extra duty unless and until such employment cannot be provided (e.g. filled) by bargaining unit members.

~~Upon execution of this Memorandum of Understanding by both Parties, the hourly rates for extra-duty services of unit members shall be as set forth below.~~

Formatted: Strikethrough

Commencing upon January 1, 2026, the hourly rates for extra-duty services of unit personnel shall be as set forth below. For the time period prior to January 1, 2026, the hourly rates will remain as provided in Article 26, Section 1 of the Law Enforcement Collective Bargaining Agreement dated October 1, 2021, through September 30, 2024.

Formatted: Not Strikethrough

Rank Member	Gross Pay	
Deputy	\$ 55.00 \$60.00	
Sergeant	60.00 \$65.00	
Lieutenant	65.00 \$70.00	

Formatted: Not Strikethrough

Formatted: Not Strikethrough

Formatted: Not Strikethrough

Formatted: Not Strikethrough

Unit members shall receive the amount shown in the "member gross pay" column for each hour of extra duty work performed. Partial hours shall be recorded and paid in one quarter hour increments.

Commencing upon January 1, 2027, the hourly rates for extra-duty services of unit personnel shall be as set forth below.

Rank Member	Gross Pay	
Deputy	\$ 60.00 \$65.00	
Sergeant	65.00 \$70.00	

Lieutenant	70.00 \$75.00	
------------	---------------------------------	--

Section 2.

In the event that client fees collected by PBSO are insufficient to cover unit member pay, taxes and pension contributions, the PBSO may increase the fee to clients in an amount necessary to cover these costs.

Section 3.

~~Upon execution of this Memorandum of Understanding, Commencing upon January 1, 2026,~~ hourly rates for extra duty services of unit personnel on Labor Day, Halloween, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Super Bowl Sunday, Easter, Memorial Day, and Independence Day, shall be as set forth below. ~~For the time period prior to January 1, 2026, the hourly rates will remain as provided in Article 26, Section 3 of the Law Enforcement Collective Bargaining Agreement dated October 1, 2021 through September 30, 2024.~~

Rank Member	Gross Pay	
Deputy Premium	\$ 70.00 \$75.00	
Sergeant Premium	75.00 \$80.00	
Lieutenant Premium	80.00 \$85.00	

Commencing upon January 1, 2027, hourly rates for extra duty services of unit personnel on Labor Day, Halloween, Thanksgiving Day, Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Super Bowl Sunday, Easter, Memorial Day, and Independence Day, shall be as set forth below.

Rank Member	Gross Pay	
Deputy Premium	\$ 75.00 \$80.00	
Sergeant Premium	80.00 \$85.00	
Lieutenant Premium	85.00 \$90.00	

Section 4.

One sergeant will be required for every five (5) deputies (e.g., one (1) sergeant from five (5) to nine (9) deputies; two (2) sergeants for ten (10) to fourteen (14) deputies, etc.). One officer-in-charge (OIC) of the rank of lieutenant will be required where fifteen (15) or more deputies will be staffed (e.g., an OIC is not required with fourteen (14) deputies and two (2) sergeants).

Section 5.

Only bargaining unit members may be assigned to closed permits. Closed permits shall be agreed upon by the Parties herein in writing. Bargaining unit members choosing to

Formatted: Strikethrough

Formatted: Not Strikethrough

Formatted: Not Strikethrough

Formatted: Not Strikethrough

Formatted: Not Strikethrough

work a closed permit shall be ineligible for assignment to any and all other extra duty permit employment.

Section 6.

Bargaining unit members who are part of a specialty unit, and who utilize specialty training and equipment, will receive pay according to the rates described in Section 3 of this Article for any permit worked as requested by the vendor.

Section 7.

All extra duty employment shall be for a minimum of four (4) hours.

Section 8.

All bargaining unit members who perform outside of their job classification as a Communications Officer, including on holidays, shall be compensated at the rate of one and one half times the bargaining unit member's base rate of pay for hours worked as a Communications Officer.

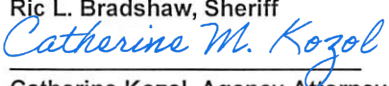
PBSO AND THE PBA AGREE FURTHER:

1. The Parties have full legal authority to enter into the Memorandum of Understanding.
2. 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 10 day of June, 2025.

FOR THE PBSO



Ric L. Bradshaw, Sheriff


Catherine Kozol, Agency Attorney

FOR THE PBA



John Kazanjian, President