

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL
TIME PERSONNEL EMPLOYED BY THE TOWN OF JUNO BEACH
REPRESENTED BY THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION, INC. WITHIN PERC BARGAINING
UNIT NUMBERED 1624

THE TOWN OF JUNO BEACH (herein after referred to as "TOWN") and the
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.
(hereinafter referred to as "PBA") agree as follows:

ARTICLE 24 WAGES

1. For FY 25/26, Police Sergeants will receive a 15.1% wage increase. Police Officers will not receive a wage increase for FY 25/26.

TOWN AND THE PBA AGREE FURTHER:

2. The FY 25/26 pay range for Police Officers will be \$75,343 to \$111,072. The pay range for Police Sergeants will be \$100,378 to \$148,528.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the twenty third day of October, 2025.

FOR THE TOWN OF JUNO BEACH



Robert A. Cole, Town Manager

FOR THE PBA



John Kazanjian, President

ATTEST:


Town Clerk

RESOLUTION NO. 2025-18

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF JUNO BEACH, FLORIDA, RATIFYING A MEMORANDUM OF UNDERSTANDING ("MOU") TO THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN OF JUNO BEACH AND THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. FOR THE CONTRACT YEAR OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2026; AUTHORIZING THE TOWN MANAGER TO EXECUTE THE MOU ON BEHALF OF TOWN; PROVIDING FOR CONFLICTS; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the current Collective Bargaining Agreement ("CBA") between the Town and the Palm Beach County Police Benevolent Association, Inc. ("PBA") included Article 24 which stated that wages would be negotiated for FY 2025-2026; and

WHEREAS, the Town and the PBA have negotiated the FY 2025-2026 wages per the attached Memorandum of Understanding ("MOU"); and

WHEREAS, under Florida law, a collective bargaining agreement is not binding on the public employer until such agreement is ratified by the public employees and the legislative body of the public employer; and

WHEREAS, the PBA bargaining unit has voted to approve the negotiated wages and MOU; and

WHEREAS, the Town Council finds that approval and ratification of the CBA is in the best interests of the residents and citizens of the Town of Juno Beach and desires to authorize the Town Manager to execute the MOU on behalf of the City.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF JUNO BEACH, FLORIDA, AS FOLLOWS:

Section 1. The foregoing recitals are hereby ratified and incorporated herein.

Section 2. The Town Council hereby approves and ratifies the Memorandum of Understanding between the Town and the Palm Beach County Police Benevolent Association, Inc., a copy of which is attached hereto and incorporated herein, and authorizes the Town Manager to execute the Agreement on behalf of the Town.

Section 3. All resolutions or parts of resolutions in conflict with this Resolution are hereby repealed to the extent of such conflict.

Section 4. The Town Manager is hereby authorized to take any further action which is necessary to implement the intent of this Resolution.

Section 5. This Resolution shall become effective immediately upon adoption.

RESOLVED AND ADOPTED THIS 12th day of November, 2025.

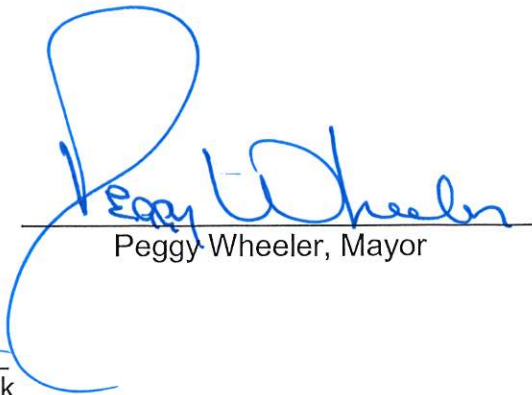
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ATTEST:


Caitlin Copeland-Rodriguez, MMC, Town Clerk

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:


TG Law PLLC, Town Attorney


Peggy Wheeler, Mayor