

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL PERSONNEL EMPLOYED BY THE TOWN OF MANLAPAN, FLORIDA, REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC, WITHIN PERC BARGAINING UNIT 1721 (POLICE OFFICERS AND POLICE SERGEANTS).

THE TOWN OF MANALAPAN, FLORIDA (hereinafter referred to as the "Town") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as the "PBA"), jointly referred to as the Parties, agree to amend Article 17 of the Collective Bargaining Agreement between the Parties, which has a duration of October 1, 2023, through September 30, 2026, to amend the section on call back pay as follows:

ARTICLE 17

COURT APPEARANCES AND CALL BACKS

Section 3.

Bargaining unit members ~~Sergeants~~ shall receive \$150 per month as call back pay when they are in an "on call" status.

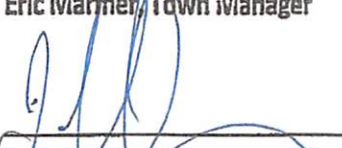
THE TOWN AND THE PBA AGREE FURTHER:

1. The Parties have full legal authority to enter the Memorandum of Understanding.
2. This Memorandum of Understanding shall be effective after execution by both Parties and ratification by the Town Governing Body (majority vote of the Mayor and Town Commission).

IN WITNESS THEREOF, THE Parties have caused this Memorandum of Understanding to be signed by their authorized representative(s) on this 20 day of May, 2025.

FOR THE TOWN


Eric Marmer, Town Manager


Jeffrey Rasor, Chief of Police

FOR THE PBA


John Kazanjian, President

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL PERSONNEL EMPLOYED BY THE TOWN OF MANALAPAN, FLORIDA, REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC, WITHIN PERC BARGAINING UNIT 1721 (POLICE OFFICERS AND POLICE SERGEANTS).

THE TOWN OF MANALAPAN, FLORIDA (hereinafter referred to as the "Town") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as the "PBA"), jointly referred to as the Parties, agree to amend Article 18 (Assignment Pay) and Article 28 (Wages) of the Collective Bargaining Agreement between the Parties, which has a duration of October 1, 2023, through September 30, 2026, to increase the rate of pay for hours worked on private details as follows:

....

ARTICLE 18

ASSIGNMENT PAY

Section 1.

Bargaining unit members who receive a special assignment form from the Chief of Police, in writing on a signed special assignment form, as ~~Field Training Officers~~, Evidence Custodians, Marine Operator, or Armorers shall be paid an additional \$1.00 per hour for all hours worked on the special assignment, up to 84 hours in a pay period. Specifically, Police Officers assigned to the Evidence Custodian assignment and Armorer assignment are paid an additional \$1.00 per hour for all hours worked by those employees, whether or not on duties related to those assignments, for up to 84 hours in a pay period. ~~Field Training Officers are paid an additional \$1.00 per hour for each hour spent with a Trainee Officer performing FTO duties.~~ Police Officers are paid an additional \$1.00 per hour for each hour spent performing Marine Operator related duties. ~~Additionally, those officers assigned as Field Training Officers are paid an additional \$2.50~~ ~~per hour for each hour spent with a Trainee Officer performing FTO duties.~~

Those officers assigned as Detectives will receive assignment pay of 5% above that bargaining unit member's base rate of pay during the time of his/her assignment.

The Chief of Police shall make decisions as to assignments, if any, in his sole discretion.

....

[Section 2. – No Changes]

....

ARTICLE 28

WAGES

Section 1. Effective October 1, 2023, all non-probationary bargaining unit members shall receive a 7% adjustment of their base pay. Once a probationary employee successfully completes the introductory period, he/she will receive the 7% adjustment. Any retroactive payment, if applicable, will be paid by the Town in the first pay period after ratification of this Agreement in which accurate calculation and payment of such compensation is practicable.

In addition, employees will receive a gas allowance in 12 equal monthly installments of \$200 per month paid in the final pay period each month during the fiscal year ending with the September 2024 payment, as long as the employee is employed with the Town, which gas allowance will not affect the base wage rates.

Section 2. Effective October 1, 2024, all bargaining unit members shall receive a 7% adjustment of their base pay.

Section 3. Effective October 1, 2025, all bargaining unit members shall receive a ~~7%~~ an individual market adjustment ~~to~~ of their base pay, according to the new annual salary ranges and as specified by the attached Exhibit A.

Section 4. **Top Out.** All Police Officer salaries will top out, or be at maximum salary, at \$92,000 annually, in year 1 of this Agreement. In year 2 of this Agreement, the top out maximum salary will be increased by 1% to \$92,920.00. ~~In year 3 of this Agreement Effective October 1, 2025, the top~~

out maximum salary for officers will be increased to \$117,420.00 annually, and the top out maximum salary for sergeants will be increased to \$153,470.00 annually. ~~by 1% to \$93,849.20.~~

....

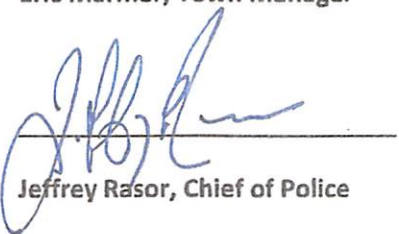
THE TOWN AND THE PBA AGREE FURTHER:

1. The Parties have full legal authority to enter the Memorandum of Understanding.
2. This Memorandum of Understanding shall be effective after execution by both Parties and ratification by the Town Governing Body (majority vote of the Mayor and Town Commission).

IN WITNESS THEREOF, THE Parties have caused this Memorandum of Understanding to be signed by their authorized representative(s) on this 22 day of SEPTEMBER, 2025.

FOR THE TOWN


Eric Marmer, Town Manager


Jeffrey Rasor, Chief of Police

FOR THE PBA


John Kazanjian, President

Exhibit A

Officer Annual Salary Range Effective October 1, 2025:

\$78,280.00-\$117,420.00

Sergeant Annual Salary Range Effective October 1, 2025:

\$102,313.00-\$153,470.00

October 1, 2025, Annual Market Adjustments:

1. NAME REDACTED
Current Pay Rate: \$94,160.97
October 1, 2025, Salary Adjustment: \$112,315.20
2. NAME REDACTED
Current Pay Rate: \$75,000.74
October 1, 2025, Salary Adjustment: \$102,313.00
3. NAME REDACTED
Current Pay Rate: \$75,000.74
October 1, 2025, Salary Adjustment: \$102,313.00
4. NAME REDACTED
Current Pay Rate: \$70,071.45
October 1, 2025, Salary Adjustment: \$102,313.00
5. NAME REDACTED
Current Pay Rate: \$96,500.00
October 1, 2025, Salary Adjustment: \$104,220.00
6. NAME REDACTED
Current Pay Rate: \$70,071.45
October 1, 2025, Salary Adjustment: \$82,194.00

7. **NAME REDACTED**

Current Pay Rate: \$70,071.45

October 1, 2025, Salary Adjustment: \$80,237.00

8. **NAME REDACTED**

Current Pay Rate: \$68,000.00

October 1, 2025, Salary Adjustment: \$78,280.00

9. **NAME REDACTED**

Current Pay Rate: \$68,000.00

October 1, 2025, Salary Adjustment (with 5% Detective Pay): \$82,194.00

MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL PERSONNEL EMPLOYED BY THE TOWN OF MANLAPAN, FLORIDA, REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC, WITHIN PERC BARGAINING UNIT 1721 (POLICE OFFICERS AND POLICE SERGEANTS).

THE TOWN OF MANALAPAN, FLORIDA (hereinafter referred to as the "Town") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as the "PBA"), jointly referred to as the Parties, agree to amend Article 25 of the Collective Bargaining Agreement between the Parties, which has a duration of October 1, 2023, through September 30, 2026, to increase the rate of pay for hours worked on private details as follows:

ARTICLE 25

HOURS OF WORK AND OVERTIME

....

13. Details at private establishments will be offered at ~~seventy-five~~ ~~fifty~~ dollars per hour (\$75) (\$50.00), with a four-hour (4 hour) minimum. Hours worked on private details are not hours worked for overtime purposes. Officers may check out a Town patrol car for use on the detail, according to Town protocol.

....

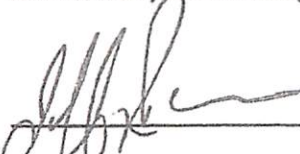
The Town
~~AND THE PBA~~ AND THE PBA AGREE FURTHER:

1. The Parties have full legal authority to enter the Memorandum of Understanding.
2. This Memorandum of Understanding shall be effective after execution by both Parties and ratification by the Town Governing Body (majority vote of the Mayor and Town Commission).


IN WITNESS THEREOF, THE Parties have caused this Memorandum of Understanding to be signed by their authorized representative(s) on this 14 day of April, 2025.

FOR THE TOWN


Eric Marmer, Town Manager


Jeffrey Rasor, Chief of Police

FOR THE PBA


John Kazanjian, President