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COLLECTIVE BARGAINING AGREEMENT  
TOWN OF JUPITER ISLAND AND THE  
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION  
PERC CERTIFICATE NUMBER 1858 (2015)  
OCTOBER 1, 2025 THROUGH SEPTEMBER 30, 2028  
SERGEANTS

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1  
2           “Employer” means the Town of Jupiter Island.

3  
4           “Grievance” means a written complaint of an employee regarding the  
5 interpretation or application of a specific provision of this Agreement.

6  
7           “Grievant” means an employee who has filed a grievance.

8  
9           “May” means to have permission or liberty, but does not convey an  
10 obligation, to perform; the discretion to choose between two or more alternatives.

11  
12           “Modified duty” includes temporary and part-time work as well as a  
13 modification of work duties and responsibilities.

14  
15           “On Call” means that the employee is free to engage in his normal activities  
16 during the call period so long as he remains fit for duty, may be contacted by  
17 phone, pager or radio and remains in a reasonable commuting area of his assigned  
18 workplace.

19  
20           “Regular Rate of Pay” means an employee’s base rate plus any adjustments  
21 to his wages associated with work performance.

22  
23           “Recall” shall be defined as a Unit member having gone off duty after  
24 completing his shift, but called into work prior to returning for the next regularly  
25 scheduled shift.

26  
27           “Sergeant” means those Jupiter Island sworn officers holding the rank of  
28 Sergeant.

29  
30           “Shall” means to have an obligation or requirement to perform; it is a  
31 directory phrase that mandates action.

32  
33           “Shift Day” means a period of twelve (12) hours.

34  
35           “Strike” means the concerted failure to report for duty, the concerted  
36 absence of employees from their positions, the concerted stoppage of work, the  
37 concerted submission of resignations, the concerted abstinence in whole or in part  
38 by any group of employees from the full and faithful performance of their duties of  
39 employment with the Employer, participation in a deliberate and concerted course  
40 of conduct which adversely affects the services of the Employer, picketing or

1 demonstration in furtherance of work stoppage, either during the term of or after  
2 the expiration of a collective bargaining agreement.

3

4 “TJI” means Town of Jupiter Island.

5

6 “TJIPSD” means Town of Jupiter Island Public Safety Department.

7

8 “TJIPSDGO” means Town of Jupiter Island Public Safety Department  
9 General Orders.

10

11 “Town” means Town of Jupiter Island.

12

13 “Town Manager” means Town of Jupiter Island’s Town Manager or in his  
14 absence, designee.

15

16 “Vacation Period” means one or more contiguous vacation days not  
17 otherwise interrupted by scheduled work days.

18

19 “Will” means to have an obligation or a requirement to perform.

20

21 “Work Period” means a calendar period of fourteen (14) days.

22

23 “105%” means an increased benefit based on the ratio of hours an employee  
24 works each year (2,184) as compared to the hours worked by other non-sworn  
25 Employer personnel (2,080).

26

27

1 **ARTICLE 1**

2 **RECOGNITION**

3  
4 1.1 The Employer hereby recognizes the Union as the exclusive representative  
5 for the purpose of collective bargaining with respect to the establishing of  
6 salaries, wages, hours and other terms and conditions of employment for  
7 those employees who are designated as being within the bargaining unit.

8  
9 1.2 The bargaining unit covered by this Agreement is as stated in PERC  
10 Certificate Number 1858 (2015) and is defined as follows:

11  
12 INCLUDED: All certified law enforcement officers, fire fighters, and  
13 emergency medical technicians employed by the Town of  
14 Jupiter Island in the classification of sergeant.

15  
16 EXCLUDED: Public safety officers, corporals, chief, and all other  
17 employees of the Town of Jupiter Island.  
18  
19

1 **ARTICLE 2**

2 **REPRESENTATIVES OF PARTIES FOR BARGAINING PURPOSES**

3  
4 2.1 The Employer agrees that during the term of this Agreement it will deal only  
5 with the authorized representatives of the Union in all matters involving  
6 wages, hours, and terms and conditions of employment or other official  
7 action called for by the Agreement.

8  
9 2.2 The Union likewise agrees that during the term of this Agreement, the  
10 Union, its representatives, and constituents will deal only with the Town  
11 Manager or his designated representatives in matters involving wages, hours,  
12 and terms and conditions of employment.

13  
14 2.3 Upon request by one party, the other party shall provide, in writing, the  
15 name(s) of its representative(s) within three (3) days of such request.  
16

1 **ARTICLE 3**

2 **MANAGEMENT RIGHTS**

3  
4 3.1 Except as expressly modified or restricted by specific provision of this  
5 Agreement, all statutory and inherent management rights, prerogatives, and  
6 functions are retained and invested exclusively in the Employer, including,  
7 but not limited to, the rights in its sole and exclusive judgment and  
8 discretion: to reprimand, suspend, discharge or otherwise discipline  
9 employees for cause; to determine the numbers of employees to be  
10 employed; to hire employees; to determine employees' qualifications; to  
11 assign and direct employees' work and training; to determine the  
12 requirements of jobs; to promote, demote, transfer, lay-off, recall to work; to  
13 set the standards of productivity and/or the services to be rendered; to  
14 maintain efficiency of operations; to determine the personnel, methods,  
15 means, and facilities by which operations are conducted; to set the starting  
16 and quitting times and the number of hours and shifts to be worked; to use  
17 independent contractors to perform work or services except as specifically  
18 limited by other provisions of this contract; and to take whatever action is  
19 either necessary or advisable to determine, manage and to fulfill the mission  
20 of the Employer and to direct the Employer's employees.

21  
22 3.2 The Town Manager is the only member of management who may interpret  
23 Management Rights established by this Agreement. Any question,  
24 interpretation or inquiry regarding any provision of this Agreement shall be  
25 submitted in writing to the Town Manager. The Employer's failure to  
26 exercise any one or more of its Management Rights from time to time will  
27 not be deemed a waiver of the Employer's right to exercise any one or more  
28 of its Management Rights at a later time.

29  
30 3.3 Nothing in this Article shall be construed as a waiver of the Union's rights to  
31 demand bargaining over the impact of any rule change that effects  
32 employees' terms and conditions of employment.

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**ARTICLE 4**

**NON DISCRIMINATION**

- 4.1 Both the Employer and the Union recognize that discrimination on the basis of race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation or other protected status pursuant to state and federal law is unlawful. The parties also recognize that the Employer has established an internal procedure to investigate and resolve alleged cases of discrimination. Accordingly, allegations of employment discrimination shall not be processed through the contractual grievance/arbitration procedure.
  
- 4.2 No employee covered by this Agreement will be discriminated against by the Employer because of membership in the Union, or authorized activity as required in this Agreement on behalf of the Union.

1 **ARTICLE 5**

2 **GRIEVANCE AND ARBITRATION PROCEDURE**

3  
4 5.1 The grievance procedure is intended to provide a quick and effective  
5 procedure for resolving employee grievances. Any portion of this  
6 Agreement, including its Preamble, is subject to the Grievance Procedure.  
7 The form of the Grievance shall be as set forth in Appendix 4 of this  
8 Agreement.

9  
10 5.2 Complaints regarding the interpretation or application of a specific provision  
11 of this Agreement may be expressed orally by a bargaining unit member to  
12 his supervisor and resolved prior to the initiation of a formal grievance  
13 proceeding. In the event informal discussions fail to satisfactorily resolve a  
14 complaint, a grievance may be filed.

15  
16 5.3 Grievances may be filed and are subject to the timeliness and processing  
17 provisions of the Town of Jupiter Island Ordinance 336 § 2-145 as adopted  
18 on December 13, 2011, a copy of which is appended hereto as Appendix 2  
19 for reference only. Within seven (7) days of receiving the Town Manager's  
20 response as provided in Town of Jupiter Island Ordinance 336 § 2-145A, the  
21 grievant may appeal the decision to Step 4, the Grievance Resolution Board  
22 or the grievant may notify the Town Manager of an intent to arbitrate the  
23 grievance.

24  
25 5.4 If the grievant determines to proceed pursuant to Step 4, the Grievance  
26 Resolution Board, the process shall end at the conclusion of the prescribed  
27 activities and the grievant shall have no further recourse. If a grievant  
28 determines to proceed pursuant to this Article 5, the process shall proceed as  
29 specified herein. No grievance may be arbitrated without the express written  
30 assent of the Union.

31  
32 5.5 Once notice of intent to arbitrate has been presented to the Town Manager,  
33 and the Union has assented to arbitrate the matter, the Union may request the  
34 Federal Mediation and Conciliation Service for a list of five (5) qualified  
35 arbitrators. Within ten (10) days of receipt of the list, the Union or their  
36 attorney, then the Town Manager, shall each strike two names from the list.  
37 The arbitrator thus selected shall conduct the arbitration proceeding. The  
38 written decision of the arbitrator shall be final and binding upon all Parties.

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5.6 The expense of the arbitrator shall be shared equally by the Union and the Employer. All expenses voluntarily incurred by a party, including but not limited to attorneys' fees, legal fees, court reporter charges, witness fees and other costs, shall be paid by the party incurring such costs.

1 **ARTICLE 6**

2 **NO STRIKE**

3  
4 6.1 Neither the Union, nor any of its officers, agents and members, nor any  
5 Union members, covered by this Agreement, will instigate, promote,  
6 sponsor, engage in, or condone any strike, sympathy strike, slow down, sick  
7 out, concerted stoppage of work, illegal picketing, or any other interruption  
8 of the operations of the Employer.

9  
10 6.2 Each employee who holds a position with the Union occupies a position of  
11 special trust and responsibility in maintaining and bringing about  
12 compliance with this Article and the strike prohibition in Section 447.505,  
13 Florida Statutes and the Constitution of the State of Florida, Article I,  
14 Section 6. Accordingly, the Union and its officers, stewards and other  
15 representatives agree that it is their continuing obligation and responsibility  
16 to maintain compliance with this Article and the law, including their  
17 responsibility to abide by the provisions of this Article and the law by  
18 remaining at work during any interruption which may be initiated by others;  
19 and their responsibility, in the event of breach of this Article or the law by  
20 other employees and upon the request of the Employer, to encourage and  
21 direct employees violating this Article or the law to return to work, and to  
22 disavow the strike publicly.  
23

**ARTICLE 7**

This Article intentionally left blank in this Draft.

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1 **ARTICLE 8**

2 **COURT ATTENDANCE**

3  
4 An employee required to attend court, deposition, or any other  
5 administrative proceeding, pursuant to subpoena or other order *and* related to or  
6 arising from his duties with the Employer, and who is: *required to be absent* from  
7 a scheduled work day will receive his regular rate of pay for the hours he attends;  
8 *not required to be absent* from a scheduled workday will be paid the greater of  
9 three (3) hours or the actual hours he attends.

1 **ARTICLE 9**

2 **RECALL**

3  
4 9.1 Except as provided in Article 9.2, an employee who is recalled to duty shall  
5 be compensated a minimum of two (2) hours or the actual time worked,  
6 whichever is greater.

7  
8 9.2 An employee who is requested to provide early or late relief of a scheduled  
9 shift shall be compensated for the actual time worked.

10  
11 9.3 Compensation for travel associated with recall shall be consistent with the  
12 requirements of the Fair Labor Standards Act.

13  
14 9.4 Travel time for employees recalled to work from significant distances shall  
15 be considered time worked. The employee and Director shall jointly  
16 determine whether recall is appropriate if the recall will involve travel from  
17 a significant distance.  
18

1 **ARTICLE 10**

2 **HOURS OF WORK AND OVERTIME**

3  
4 10.1 The normal work period of the Sergeants shall be eighty-four (84) hours  
5 each fourteen (14) days.

6  
7 10.2 Overtime will be paid at the rate of one and one-half (1.5) times the  
8 employee's regular rate for all hours worked in excess of eighty-four (84)  
9 hours in a fourteen (14) day work period.

10  
11 10.3 Overtime will be paid on the first payday following the work period in  
12 which it was earned.

13  
14 10.4 Vacation Leave, Holiday Reserve, and Compensatory Leave will be counted  
15 as "hours worked" towards overtime in the work period. Sick Leave and all  
16 other time paid but not worked will not be counted as "hours worked"  
17 toward overtime in the work period.

18  
19 10.5 Off-Shift Work

20  
21 Employees shall perform off-shift work (overtime/special duty) as required  
22 by the Director or Designee. Employees who wish to perform off-shift work  
23 are encouraged to list their names on the TJIPSD Power Detail program.  
24 Employees who have included their names on the Power Detail program  
25 shall be assigned to overtime/special duty detail first; once the list of  
26 employees that have signed up is exhausted, overtime/special duty shall be  
27 assigned as required.

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**ARTICLE 11**

**UNIFORMS AND EQUIPMENT**

11.1 Employees shall wear an approved uniform and shall use approved gear and equipment.

11.2 a. The Employer shall supply each employee with a supply of uniforms as shown below or the resources necessary to obtain such uniforms so that each employee has the following serviceable clothing/equipment as specified in G.O. 5.05.1, § IV.B.1. and, as applicable, § IV.C.1.

b. Employees shall return such uniforms to Employer when replacements are needed or when separating from the Employer.

c. Employees should expect to receive such uniforms requested within four (4) weeks of the request using the form shown in Appendix 3.

11.3 The Employer shall supply each employee with a one-hundred-fifty dollar (\$150) shoe allowance each year.

11.4 An employee may not modify his uniform, gear, or equipment without express authorization from the Director.

1 **ARTICLE 12**

2 **WAGES**

3  
4 12.1 TJIPSD Public Safety Sergeants will be classified as follows:

5  
6 Job Classification Qualifications

7  
8 Sergeant ● Sergeants in the first year following promotion/hire with  
9 TJIPSD

10  
11 Sergeant I ● Sergeants who have completed their introductory/one-  
12 year probation periods with the TJIPSD, and  
13 ● Possess an Associate Degree from an accredited college  
14 or University, as approved by the Director, and  
15 ● Satisfactorily completed advanced training classes as  
16 follows: Line Supervision (80 hours) in the position and,  
17 Middle Management (40 hours).

18  
19 Sergeant II ● Sergeants who have attained Sergeant I status, and  
20 ● Completed five years of service with the TJIPSD, and  
21 ● Possess a Bachelor's Degree from an accredited college  
22 or University, as approved by the Director, and  
23 ● Satisfactorily completed 80 hours of advanced training  
24 course electives consistent with rank, as approved by the  
25 Director based on a preapproved designed career path.

26  
27 Sergeant III ● Attained Sergeant II status, and  
28 ● Completed ten years of service with the TJIPSD, and  
29 ● Possess a Master's Degree from an accredited college or  
30 University, or complete (on personal time) an executive-  
31 level leadership program (e.g., FBI LEEDA Trilogy,  
32 FDLE Florida Leadership Academy), as approved by the  
33 Director.

34  
35 12.2 The Pay Ranges associated with the Sergeant classifications shall be as  
36 established by the Employer from time to time.

37  
38 12.3 Sergeants progressing from one classification to the next shall receive a

1 percent increase shown below. Sergeants progressing multiple classifications  
2 shall receive the cumulative percent increase.<sup>1</sup>  
3

<u>From</u>	<u>To</u>	<u>Increase</u>
Sergeant	Sergeant I	3.5%
Sergeant I	Sergeant II	4.0%
Sergeant II	Sergeant III	4.5%

8  
9 12.4 Upon ratification, employees shall be slotted into their appropriate  
10 classifications.

11  
12 12.5 Unless otherwise agreed, TJIPSD employees shall not receive separate  
13 Fire/EMT incentives; Fire/EMT incentives are part of an employee's base  
14 rate. TJIPSD employees may receive such educational incentives for which  
15 they qualify pursuant to State statute so long as that program is in effect.  
16 TJIPSD Sergeants may receive assignment pay as may from time to time be  
17 appropriate as determined by the Town Manager or Designee.

18  
19 12.6 If a course is required but not offered, a Sergeant may take an alternative  
20 course so long as the alternative course has been pre-approved by the  
21 Director or designee.  
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## ARTICLE 13

### TRAINING

13.1 The Employer shall pay for all training that is required, mandatory or necessary. Attendance at required, mandatory, and necessary training shall be treated as hours worked.

- a. Training is deemed required when an employee is given a direct order by the director to attend training.
- b. Training is deemed mandatory when it is required by the State for recertification purposes as a Police Officer, Firefighter, or EMT.
- c. Training is deemed necessary when it satisfies a specific need or requirement *as identified by the Director*.

13.2 The Employer may pay for certain voluntary trainings. Attendance at voluntary training is not compensable and shall not be treated as hours worked. Voluntary training includes:

- a. Training that an employee wishes to attend for personal career development (management or selected subject seminars); and
- b. Training or courses to advance an employee's civilian education (completion of degree requirements).

13.3 Banked holiday leave may be used for such education and training opportunities that are not compensable or treated as hours worked.

13.4 All requests for training must be approved by the Director.

1 **ARTICLE 14**

2 **HEALTH INSURANCE**

3  
4 The Employer will provide employee health and welfare benefits for  
5 employees on the same terms and conditions as provided to the Employer's non-  
6 bargaining unit employees. Employees shall be offered dependent coverage health  
7 insurance benefits on the same terms and conditions as provided to the Employer's  
8 non-bargaining unit employees.  
9



1 **ARTICLE 16**

2 **HOLIDAYS**

3  
4 16.1 Employees shall accumulate holiday hours at the rate of one hundred five  
5 percent (105%) of the rate of accumulation of the Employer's non-sworn  
6 personnel.

7  
8 16.2 Employees who begin work on an observed holiday shall receive 8.4 hours  
9 holiday pay and shall receive one and one half (1½) times their regular rate  
10 for all hours worked.

11  
12 16.3 Employees who do not work on an observed holiday shall receive 8.4 hours  
13 holiday pay.

14  
15 16.4 Employees may elect to bank their holiday pay as time that may be taken at  
16 a later date, *so long as coverage is otherwise available (i.e., the Employer*  
17 *does not have to add any other employee to the schedule and the Employer*  
18 *does not have to incur overtime)*. Any banked time remaining shall be paid  
19 to the employee at the Employer's fiscal year end.  
20

1 **ARTICLE 17**

2 **VACATION**

3  
4 17.1 Employees shall accumulate Vacation Leave hours at the rate of one  
5 hundred five percent (105%) of the rate of accumulation of the Employer's  
6 non-sworn personnel.  
7

8 17.2 Vacation Leave shall accumulate according to the employee's current annual  
9 Vacation Leave allotment; at the end of any fiscal year, individual employee  
10 accumulations in excess of two times the employee's annual vacation leave  
11 allotment is forfeited.  
12

13 17.3 Vacations shall be scheduled for each fiscal year no later than September 15  
14 of the prior fiscal year.  
15

16 a. No later than August 1 of the prior fiscal year, TJIPSD shall make  
17 available a vacation calendar from which employees shall select their  
18 vacation days. Once the most senior employee has selected his first  
19 desired vacation period, the vacation calendar shall move to the next  
20 senior employee for selection and so forth until all known or desired  
21 vacation leave is scheduled.  
22

23 b. Once selected, an employee may adjust his vacation periods as dates  
24 are or become available.  
25

26 c. One employee per shift may take vacation time off *so long as*  
27 coverage is otherwise available (*i.e.*, the Employer does not have to  
28 add any other employee (PSO, Corporal or Sergeant) to the schedule  
29 and the Employer does not have to incur overtime).  
30

31 d. Scheduled vacations may be canceled based on coverage and for other  
32 exigent circumstances.  
33

34 17.4 Vacations shall be scheduled in shift day increments unless specifically  
35 approved by Public Safety Director or designate. Employees shall not be  
36 required to take vacation in blocks of time and there shall be no blackout  
37 periods.  
38

1 17.5 The maximum amount of vacation leave an employee may be paid at  
2 separation is two times the employee's current annual vacation allotment.  
3

1 **ARTICLE 18**

2 **BEREAVEMENT LEAVE**

3  
4 The Employer will provide Bereavement Leave for employees on the same  
5 terms and conditions as provided to the Employer's non-bargaining unit employees  
6 such that the maximum Bereavement Leave that will be paid shall equal one  
7 hundred five percent (105%) of the Bereavement Leave that may be paid to the  
8 Employer's non-sworn personnel.  
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## ARTICLE 19

### DUTY DISABILITY LEAVE

A bargaining unit member who sustains a serious injury/illness on-duty while in fresh pursuit (as defined in F.S. 112.19(d), Florida Statutes (2019)) or in the apprehension of a violent person, or who sustains a serious injury under extraordinary circumstances while engaged in Public Safety activities may receive a supplement to the Workers' Compensation that will provide 100% of his base salary.

- a. This full-pay status shall be granted only after submission of medical certification which clearly demonstrates that the injury/illness is the result of one of the aforementioned criterion. A bargaining unit member may receive an amount equal to the difference of his Workers' Compensation benefit and his thirteen (13) week average take home pay for a maximum of 365 days from the date of injury.
- b. All questions regarding eligibility for the supplemental payment provided in this section shall be resolved at the sole discretion of the Town Manager without resort to the grievance and arbitration procedure.
- c. The Employer will grant reasonable work accommodations to employees as may be required by Federal or State law.

1 **ARTICLE 20**

2 **BULLETIN BOARDS**

3  
4 20.1 The Employer will provide the Union with one bulletin board that will be  
5 used solely by the Union for posting Union notices of a businesslike, non-  
6 inflammatory nature.

7  
8 20.2 All notices posted on these bulletin boards shall be reviewed, signed and  
9 dated by the Union President or his Designee and the Director of the TJIPSD  
10 before they are posted.

11  
12 20.3 The Union President or his Designee shall check all bulletin boards regularly  
13 to ensure that only authorized materials are posted on the bulletin boards.  
14 Upon seeing unauthorized materials posted on a bulletin board or receiving  
15 notice that such materials are posted on a bulletin board, the Union President  
16 or his Designee shall cause such unauthorized postings to be removed  
17 immediately from the bulletin board. Additionally, the Director or his  
18 Designee may remove unauthorized postings from the bulletin board.  
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## ARTICLE 21

### UNION BUSINESS

#### 21.1 Eligibility to Use Union Time Pool

- a. Up to a maximum of three (3) Union representatives in one instance shall be granted time off paid from the time pool for the purpose of conducting union business; however this does not preclude management from granting leave to more than three (3) Union representatives if doing so does not unduly disrupt the operation of the JIPSD.
- b. Use of the Union time pool or time off may be denied if the absence of a Union representative creates insufficient manpower to maintain efficiency of operations within the JIPSD. This determination is solely the decision of the Chief.

#### 21.2 Charges Against the Union Time Pool

Union representatives shall have the right to request time off from the Union time pool for the purpose of conducting Union business and/or mutual interest business with the Employer including grievance hearings, investigations, interrogations, contract negotiations, legislative body meetings regarding the resolution of collective bargaining impasse procedures, arbitrations, Labor Management Committee meetings, Union quarterly meetings and Union Board of Directors meetings.

#### 21.3 Union Time Pool

The Employer shall create and the Union shall administer a time pool that may be used to cover unpaid absences from work for such business described in this Article. In the event the Union time pool hours fall below 100 hours, employees shall each contribute four (4) hours from accumulated Vacation Leave into the pool. This donation is irrevocable and must be in increments of at least four (4) hours although there is no limit to the hours a Union member may donate. The hours in the Union time pool may be debited to cover unpaid time off for Union business. Any authorization to debit the Union time pool and credit the absent employee must be signed by

1 two (2) of the Union's members, except that the Union time pool shall  
2 reimburse the Employer for any overtime resulting from absences from work  
3 related to this Article and no such authorization shall be required.  
4

1 **ARTICLE 22**

2 **WORK RULES**

3  
4 22.1 The parties recognize that the Employer currently has work rules,  
5 regulations, and policies and implements procedures governing employment.  
6 The parties agree that the TJI and TJIPSD have the sole and exclusive  
7 discretion to formulate, amend, revise and implement such rules, regulations,  
8 policies and procedures.

9  
10 22.2 In the event that any rule, regulation, policy or procedure conflicts with this  
11 Agreement, the language in this Agreement shall control.

12  
13 22.3 Only the terms of this Agreement shall be subject to arbitration.

1 **ARTICLE 23**

2 **RETIREMENT**

3  
4 The Employer will continue to provide retirement benefits for employees in  
5 keeping with the terms of the Town of Jupiter Island 401(a) Plan and the Town of  
6 Jupiter Island Deferred Compensation Plan, both adopted pursuant to Town of  
7 Jupiter Island Resolution 876, July 11, 2022, as amended from time to time.

1 **ARTICLE 24**

2 **DUES DEDUCTION**

3  
4 24.1 The Employer shall deduct, two times each month, dues owed by a member  
5 to the Union from the salary of a member, so that dues are deducted from  
6 members' paychecks in 24 pay periods each year, provided that, prior to  
7 deduction, the Union has provided to the Employer a signed statement  
8 authorizing such deduction and the amount of the deduction from such  
9 member's salary. Such authorization may be canceled by the member upon  
10 thirty (30) days written notice thereof to both the Union and the Employer.  
11

12 24.2 The Union shall pay the Employer Forty Dollars (\$40.00) each month, or as  
13 otherwise agreed in keeping with the provisions of this Article, for deducting  
14 Union dues from salaries. Payment shall be made no later than the 15th day  
15 of the month.  
16

17 24.3 The Union hereby indemnifies the Employer from and against any and all  
18 claims on account of dues deducted pursuant to the provisions of this  
19 Article.  
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**ARTICLE 25**

**DURATION OF AGREEMENT**

25.1 This Agreement will commence on October 1, 2025, and will remain in effect until September 30, 2028.

25.2 The parties agree that Wages are subject to negotiations each fiscal year of this Agreement.

25.3 Should either party desire to reopen or renegotiate this Agreement as provided herein, that party shall notify the other party in writing no later than March 1 of that fiscal year except that in the first year of this contract, this date shall be no later than 60 days following ratification of the Agreement.

- a. The party who wishes to reopen or renegotiate shall submit its proposed changes, in writing, either in the initial notice of negotiations or at the first meeting.
- b. Both parties are obliged to meet and confer within twenty (20) days after receipt of written notice of the request for a meeting for collective bargaining purposes unless this time limit is extended by mutual consent.

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4 **ARTICLE 26**

5 **SAVINGS CLAUSE**

6 26.1 If any provision of this Agreement, or the application of such provision,  
7 should be rendered or declared invalid or unlawful by any court action or by  
8 reason of any existing or subsequently enacted legislation, or State or  
9 Federal rule or regulation or Administrative Agency action, the remaining  
10 parts or portions of this Agreement shall remain in full force and effect.

11 26.2 In the event any provision of this Agreement, or the application of such  
12 provision should be rendered or declared invalid as described in 26.1 above,  
13 the Employer and the Union will, as soon as practical, meet to determine  
14 whether a replacement provision is necessary. If the Parties mutually agree  
15 that a replacement provision is necessary, the provision shall be prepared in  
16 keeping with the requirements of Article 27 of this Agreement.  
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**ARTICLE 27**

**APPENDICES AND AMENDMENTS**

27.1 Issues neither foreseen nor addressed during these negotiations and not included in this Agreement may be addressed by the Parties and included as an amendment by a mutually agreed Memorandum of Understanding (“MOU”). Under such circumstances, the Union is specifically authorized by bargaining unit members to enter into an MOU to clarify or amend this Agreement, without the need for ratification by bargaining unit members. The form of the MOU shall be as set forth in Appendix 1 of this Agreement.

27.2 All appendices and amendments to this Agreement shall be numbered, dated and signed by the Parties, shall become part of this Agreement, and shall be subject to all provisions of this Agreement.

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**ARTICLE 28**

**LABOR MANAGEMENT COMMITTEE**

28.1 There shall be a Labor-Management Committee consisting of the following employee-management representatives:

a. Three (3) Bargaining unit representatives, as designated by the PBA.

b. The Town Manager and two (2) management employees as designated by the Town Manager.

28.2 Meetings of this Committee shall be scheduled at the request of either party upon five (5) days advance notice. The party requesting such a meeting shall forward to the designated representative of the other party an agenda specifying those questions/issues to be presented for discussion. The time, place, and duration of the discussion shall be set forth in the agenda and mutually agreed by the respective representatives.

28.3 The sole function of the Labor-Management Committee shall be to discuss general matters pertaining to employer-employee relations.

28.4 The Employer will agree to schedule such Committee meetings so as not to unduly interfere with the regularly scheduled shift of any bargaining unit member designated to attend. The Union shall submit to the Town Manager in advance, and keep current, a list of those bargaining unit members for PERC UNIT 1858.

**APPENDICES**

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Appendix

Description

- 1 Memorandum of Understanding Form
- 2 Town of Jupiter Island Ordinance 336 § 2-145
- 3 Uniform Request
- 4 Grievance Form

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1 **SIGNATURE PAGE**

2  
3 Except as otherwise provided herein, this Agreement shall be effective upon  
4 ratification and shall continue in force and effect from its ratification until its  
5 expiration date of September 30, 2028, or otherwise until a successor Agreement is  
6 ratified by the Parties.

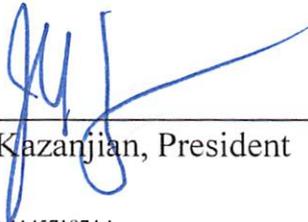
7  
8 IN WITNESS THEREOF, the Parties have caused this Agreement to be  
9 signed by their duly authorized representatives on the dates noted below.

10  
11 FOR THE TOWN OF JUPITER ISLAND

12  
13 

14 \_\_\_\_\_  
15 Robert Garlo, Town Manager

16  
17  
18  
19 FOR THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION,  
20 INC.

21  
22 

23 \_\_\_\_\_  
24 John S. Kazanjian, President

25  
26  
27 WSAActiveLLP:114571974.1

**MEMORANDUM OF UNDERSTANDING**

**M.O.U. Number: (use date)**

**Contract Article:** \_\_\_\_\_

**Contract End Date:** \_\_\_\_\_

**Effective Date:** \_\_\_\_\_

(Body of text goes here)

Management Team Members:

Date of Signatures:

\_\_\_\_\_  
Chief

\_\_\_\_\_

\_\_\_\_\_  
Town Manager

\_\_\_\_\_

PBA Members:

Date of Signatures:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

ORDINANCE NO. 336

---

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, MARTIN COUNTY, FLORIDA, AMENDING ORDINANCE NO. 245, AT SECTION 2-145, STEP 4, SO AS TO DELETE THE FOLLOWING LANGUAGE: "ALSO, IN THE EVENT OF A MATTER RELATED TO THE TOWN'S DRUG FREE WORKPLACE POLICY, THE TOWN COMMISSION SHALL REVIEW AND APPROVE ALL PERSONNEL DECISIONS."; AND, TO CONFORM AND CLARIFY THE REMAINING PROVISIONS OF ORDINANCE 245, PROVIDING FOR A METHOD OF EMPLOYEE GRIEVANCES; PROVIDING FOR DEFINITIONS; PROVIDING FOR THE ESTABLISHMENT OF A GRIEVANCE RESOLUTION BOARD; PROVIDING FOR THE POWERS AND DUTIES OF SAID BOARD; PROVIDING FOR RESOLUTION OF INFORMAL GRIEVANCES; PROVIDING FOR RESOLUTION OF FORMAL GRIEVANCES; PROVIDING FOR INCLUSION INTO THE TOWN'S CODE OF ORDINANCES AT CHAPTER 2, ADMINISTRATION, ARTICLE VI, BOARDS, COMMISSIONS AND COMMITTEES, BY CREATING A NEW DIVISION 2, GRIEVANCE RESOLUTION BOARD; PROVIDING FOR REPEAL OF ORDINANCES IN CONFLICT; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED BY THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, MARTIN COUNTY, FLORIDA, AS FOLLOWS:

**Section 1.** Ordinance No. 245 passed and adopted by the Town Commission on April 30, 1999, and amended July 10, 2000, is hereby amended by incorporating the language of said Ordinance in the Town's codified set of ordinances at Chapter 2, Administration, Article VI, Boards, Commissions and Committees, by including a new Division 2, incorporating therein, an amendment at Section 2-145, Step 4, so as to delete the reference to the Town Commission's review and approval of all personnel decisions related to matters involving the Town's Drug-Free Workplace Policy, and to conform and clarify the provisions of said Ordinance to read as follows:

## CHAPTER 2

### ADMINISTRATION

#### Article VI. Boards, Commissions and Committees

##### Division 2. Grievance Resolution Board

#### Sec. 2-140. Resolution of Employee Grievances.

It is declared that the public policy of the Town, and the purpose of this Ordinance, is to provide implementation of a procedure for review of certain employee grievances while maintaining the orderly and uninterrupted operations and functions of government and management. This procedure will provide the means to attempt to resolve disputes which may arise between employees and their supervisors.

#### Sec. 2-141. Definitions.

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning.

*Board* means the Grievance Resolution Board.

*Employee* means any regular, full-time employee of the Town. Introductory employees are excluded from these provisions unless said employee is serving an introductory period on a promotional appointment status in a regular position.

*Formal Grievance* means a dispute or difference between employees and their supervisors involving formal disciplinary action, including dismissal, demotion, and/or suspension. Formal grievances may begin at Step 3 of the process.

*Informal Grievance* means a dispute or difference between employees and their supervisors involving a verbal counseling or reprimand. Informal grievances shall not advance past Step 2 of the grievance procedure.

*Grievance Statement* means a written statement of the grievance and the facts upon which it is based.

*Grievance Form* is the form provided by the Town of Jupiter Island used to file a grievance.

---

**Sec. 2-142. Time Limitations.**

The time periods set forth in this grievance procedure shall be strictly observed, and it shall be the responsibility of the aggrieved employee to ensure that the time limits for processing a grievance are met. If for any reason the aggrieved employee does not receive a timely response at any step of the process, it is the employee's responsibility to timely advance the grievance to the next step.

These time periods may be extended by mutual written agreement of the employee and the other party involved at any given step.

**Sec. 2-143. Grievance Resolution Board.**

A. *Authorized, empowered.* There is hereby authorized and empowered for each properly grievable occurrence a Grievance Resolution Board to hear employee appeals on formal grievances. The Board shall consist of three regular members and three alternate members serving staggered terms. One regular and one alternate member shall be appointed by the Town Commission, and one regular and one alternate member shall be appointed by the Town Manager. The appointees of the Town Commission and the Town Manager shall jointly appoint one regular and one alternate member. The members shall serve two-year terms and until his or her successor is appointed. One regular and one alternate member shall serve a term that expires April 30, 2000 (as the initial term expires the new term shall be two years) and two regular and two alternate members shall serve terms that expire April 30, 2001. The regular members shall select a chairperson at its first meeting following each round of appointments. Alternate members may act in the temporary absence of the regular member designated by the same entity that designated the alternate or when that regular member is disqualified in a particular case. The chair and other members shall devote such time as is necessary to perform their duties in a fair and impartial manner.

B. *Powers and Duties.* The function of the Board shall be to review unresolved employee formal grievances that have been properly processed pursuant to the Town grievance procedure as noted herein and submitted to the Board on a timely basis. Except as otherwise specified below, the Board shall have the power to establish its own procedures, schedule and conduct hearings, and take evidence and/or testimony from interested parties. All available written documents and reports relevant to

the formal grievance shall be submitted to the Board. All proceedings of the Board shall comply with the open records and open meetings requirements of Chapters 119 and 286, Florida Statutes.

In all cases the Board shall be bound by and act with due regard for the Town's right to determine unilaterally the purpose of each department, set standards of services to be offered to the public, exercise control and discretion over organization and operations, direct employees, take disciplinary action for proper cause, and relieve employees from duty because of lack of work or for other legitimate reasons. Nothing contained in this article shall diminish or impede the exercise of those management rights.

**Sec. 2-144. Resolution of Informal Grievances.**

**A. Step 1.**

The aggrieved employee shall present any grievance orally to his or her immediate supervisor within three (3) working days of the matter causing the complaint. Discussion will be informal for the purpose of resolving differences in the simplest and most direct manner. It is expected that most matters can be resolved at Step 1. If the employee is not satisfied with the results of the oral discussion with his or her immediate supervisor, the grievance may be presented in writing on the grievance form to the immediate supervisor within two (2) working days following the initial oral discussion. The immediate supervisor shall render his or her decision, in writing, within three (3) working days of receipt of the grievance form.

**B. Step 2.**

If the grievance is not resolved in Step 1, the employee may within five (5) working days of receipt of the immediate supervisor's written decision, submit the written grievance to the employee's Department Head. If the employee's immediate supervisor is also the Department Head, the employee may proceed to Step 3.

The Department Head shall confer with the employee's immediate supervisor and with the employee, and shall investigate as he or she deems necessary to resolve the grievance. Within five (5) working days of the receipt of the written grievance, the Department Head shall then conduct a meeting with the employee, the supervisor, and any other relevant persons concerning the grievance. The Department Head shall give the employee a written decision on the grievance within two (2) working days of the meeting.

With regard to all informal grievances, the decision of the Department Head will be final.

---

**Sec. 2-145. Resolution of Formal Grievances.**

A. Step 3.

A grievance involving suspension, demotion or discharge may be introduced, in writing, to the Town Manager within seven (7) working days of the event giving rise to the grievance.

If the Department Head has not resolved the grievance at Step 2, the employee may forward the written grievance to the Town Manager within three (3) working days of receipt of the Department Head's written decision.

The Town Manager shall meet with the aggrieved employee within seven (7) working days after the receipt of the grievance. If a resolution of the grievance is not reached at this meeting, the Town Manager shall furnish a copy of his or her decision to the aggrieved employee within five (5) working days after the meeting.

An employee who is grieving suspension, demotion or discharge may appeal the Town Manager's decision to Step 4, the Grievance Resolution Board.

B. Step 4.

If the grievance is not resolved by written response of the Town Manager, the employee may, within seven (7) working days of receipt of the Town Manager's written decision, forward the written grievance to the Board, which shall, within a reasonable period of time, not to exceed 30 days, conduct a hearing on the matter. At the hearing, the Board shall consider only the grounds and reasons for the grieved discipline and shall only consider evidence relevant to the truth or falsity of those grounds and reasons. Upon conclusion of the hearing, the Board shall prepare findings of fact and, based on those findings, either affirm or reverse the grieved action. The Board shall render its decision in writing within fifteen (15) days of the hearing. If affirmed, the grievance resolution procedure ends at this Step. If reversed, the Town Manager shall review the Board's findings of fact and issue discipline consistent with the findings. The Board has no authority to modify any discipline that was ordered. Discipline will remain within the purview of the Town Manager. Notwithstanding the foregoing, if the Town Manager is an employee's

immediate supervisor, the Board has the authority to modify discipline ordered by the Town Manager.

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In the event of a complaint involving the Town Manager, the Board will fulfill the investigatory and decision making role of the Town Manager in this process.

**Section 2.** Repeal of Ordinances in Conflict.

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

**Section 3.** Severability.

If any court of competent jurisdiction holds any word, part, section, paragraph or provision hereof to be unlawful or unconstitutional, such ruling or finding shall not affect the remaining portions of this Ordinance, which shall remain in full force and effect.

**Section 4.** Codification.

This Ordinance shall be codified and made a part of the official Code of Ordinances of the Town of Jupiter Island.

Section 5. Effective Date.

This Ordinance shall become effective immediately upon passage.

PASSED UPON FIRST READING THE 15<sup>th</sup> DAY OF November, 2011.

PASSED AND ADOPTED UPON SECOND READING THE FOLLOWING  
PUBLIC HEARING THE 13<sup>th</sup> DAY OF December, 2011.

(SEAL)



TOWN OF JUPITER ISLAND, FLORIDA

[Signature]  
Mayor

[Signature]  
Vice Mayor

[Signature]  
Commissioner

[Signature]  
Commissioner

[Signature]  
Commissioner

ATTEST:  
[Signature]  
Clerk

# REQUISITION FORM

Appendix 3

## JUPTER ISLAND PUBLIC SAFETY DEPARTMENT UNIFORM / EQUIPMENT REQUISITION FORM

NAME: \_\_\_\_\_

DIVISION / UNIT: \_\_\_\_\_

DATE: \_\_\_\_\_

UNIFORMS	QTY
CLASS A	
IS SHIRTS (BLUE) - SIZE:	(2)
UNIFORM PANTS - SIZE:	(2)
DARK BLUE TIE	(1)
HAT - SIZE: 7 1/4	(1)
HAT RAIN COVER	(1)
HAT ACOURNS	(1)
HAT STRAP	(1)
HAT BADGE	(1)
CLASS B	
SS SHIRTS (BLUE) - SIZE:	(5)
UNIFORM PANTS - SIZE:	(5)
POLICE BALL CAP	(1)
WINTER JACKET	(1)
ID CARD	(1)
NAME TAG	(1)
EMT PIN	(1)
FIRE PIN	(1)
MOURNING BAND	(1)
UNIFORM BADGE	(1)
COMMEMORATIVE BADGE	(1)
SPECIALTY BADGE	(1)
CLASS C	
BLUE POLO SHIRT SIZE:	(3)
EDU PANTS SIZE:	(3)
EDU SHORTS SIZE:	(3)

DUTY BELT	L*	N*	QTY
GUN BELT	(1)		
PANTS BELT	(1)		
RADIO HOLDER	(1)		
HOLSTER	(1)		
MAGAZINE HOLDER	(1)		
FLASHLIGHT RING	(1)		
EXPAND BATON	(1)		
EXPAND BATON HOLDER	(1)		
HAND CUFF CASE	(1)		
HAND CUFFS	(1)		
GLOVE POUCH	(1)		
KEEPERS	(Set of 4)		

\*OFC issued leather (L) and nylon (N) gear

MISCELLANEOUS EQUIPMENT	QTY
TICKET BOOK HOLDER	(2)
METAL CLIPBOARD/REPORT HOLDER	(1)
PORTABLE SERIAL #	(1)
ELECTRONIC BUILDING KEY	(1)
POLICE POLICY MANUAL CD #	(1)
TOWN POLICY MANUAL #	(1)
BALISTIC VEST SIZE:	(1)
BALISTIC COVER	(1)
TACTICAL KNIFE	(1)
EMT WATCH	(1)
RAINCOAT SIZE:	(1)

BIKE SHORTS - SIZE:	QTY
BIKE GLOVES	(1)
BIKE SHOES - SIZE:	(1)

WEAPONS		MODEL	SERIAL
DUTY	MAKE		
OFF DUTY	MAKE	MODEL	SERIAL

BUNKER GEAR		QTY
FIRE BAG		(1)
JACKET - SIZE:		(1)
PANTS - SIZE:		(1)
BOOTS - SIZE:		(1)
NOMEX HOOD		(1)
GLOVES - SIZE:		(1)
SUSPENDERS		(1)
HELMET W/ VISOR		(1)
SPANNER WRENCHES		(2)

SIGNATURE: \_\_\_\_\_

MX:\My Documents\Uniform & Equipment Inventory

Grievance Form

Contract Period  
10/1/2018 to 9/30/2021

*Step 1: The aggrieved employee shall present any grievance orally to his or her immediate supervisor within three (3) working days of the matter causing the complaint. Discussion will be informal for the purpose of resolving differences in the simplest and most direct manner. It is expected that most matters can be resolved at Step 1. If the employee is not satisfied with the results of the oral discussion with his or her immediate supervisor, the grievance may be presented in writing on the grievance form to the immediate supervisor within two (2) working days following the initial oral discussion. The immediate supervisor shall render his or her decision, in writing, within three (3) working days of receipt of the grievance form.*

Date presented to Supervisor: \_\_\_\_\_

Grievant's Signature: \_\_\_\_\_

Date of written response as to disposition of grievance from Supervisor to the Grievant: \_\_\_\_\_

Supervisor's Signature: \_\_\_\_\_

Date of Grievance	Name of Grievant	Signature of Grievant

Grievance:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Describe the facts giving rise to the grievance:

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This complaint involves the interpretation or application of the following Article or Articles (specify sections):

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*Step 2: If the grievance is not resolved in Step 1, the employee may within five (5) working days of receipt of the immediate supervisor's written decision, submit the written grievance to the employee's Department Head. If the employee's immediate supervisor is also the Department Head, the employee may proceed to Step 3.*

*The Department Head shall confer with the employee's immediate supervisor and with the employee, and shall investigate as he or she deems necessary to resolve the grievance. Within five (5) working days of the receipt of the written grievance, the Department Head shall then conduct a meeting with the employee, the supervisor, and any other relevant persons concerning the grievance. The Department Head shall give the employee a written decision on the grievance within two (2) working days of the meeting.*

*With regard to all informal grievances, the decision of the Department Head will be final.*

Date written grievance to employee's Department Head: \_\_\_\_\_

Grievant's Signature: \_\_\_\_\_

Department Head's Signature: \_\_\_\_\_

Date written response received by Grievant: \_\_\_\_\_

Grievant's Signature: \_\_\_\_\_

Department Head's Signature: \_\_\_\_\_

*Step 3: If the Department Head has not resolved the grievance at Step 2, the employee may forward the written grievance to the Town Manager within three (3) working days of receipt of the Department Head's written decision.*

*The Town Manager shall meet with the aggrieved employee within seven (7) working days after the receipt of the grievance. If a resolution of the grievance is not reached at this meeting, the Town Manager shall furnish a copy of his or her decision to the aggrieved employee within five (5) working days after the meeting.*

Date Grievant filed grievance with Town Manager: \_\_\_\_\_  
Grievant's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_

Date Grievant met with Town Manager to resolve grievance: \_\_\_\_\_  
Grievant's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_

Date of written response as to disposition of grievance from the Town Manager to the Grievant: \_\_\_\_\_  
Grievant's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_

*Step 4: Within seven (7) days of receiving the Town Manager's response, the grievant shall notify the Town Manager of an intent to proceed to the Grievance Resolution Board.*

Date Grievant notified Town Manager of intent to proceed to the Grievance Resolution Board: \_\_\_\_\_  
Grievant's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_

**(OR)**

*Within seven (7) days of receiving the Town Manager's response, the grievant shall notify the Town Manager of an intent to arbitrate the grievance.*

Date Grievant notified Town Manager of intent to arbitrate grievance: \_\_\_\_\_  
Grievant's Signature: \_\_\_\_\_  
Union Representative's Signature/Assent to Arbitrate: \_\_\_\_\_  
Town Manager's Signature/Assent to Arbitrate: \_\_\_\_\_

Date list of five (5) qualified Arbitrators received: \_\_\_\_\_  
Union Representative's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_

Date Arbitrator selected from list: \_\_\_\_\_  
Name of Arbitrator selected from list: \_\_\_\_\_  
Union Representative's Signature: \_\_\_\_\_  
Town Manager's Signature: \_\_\_\_\_



## RESOLUTION NO. 943

### A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF JUPITER ISLAND, FLORIDA, RATIFYING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWN OF JUPITER ISLAND'S PUBLIC SAFETY DEPARTMENT AND THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION,

**WHEREAS**, the bargaining unit is as stated in PERC Certificate Number 1858 (2015);

**WHEREAS**, the Palm Beach County Police Benevolent Association ("Union") is the authorized bargaining representative for the Jupiter Island Public Safety Department ("JIPSD");

**WHEREAS**, the Town of Jupiter Island ("Town") has engaged in collective bargaining negotiations with the Union for a Collective Bargaining Agreement ("CBA") covering approximately four Sergeants in the JIPSD;

**WHEREAS**, the Town has reached an Agreement with the Union for a three year Collective Bargaining Agreement ("CBA") effective October 1, 2025 through September 30, 2028, which Agreement was ratified by the Town and the Union;

**WHEREAS**, the CBA has been ratified by the Union's membership; and,

**WHEREAS**, the Town Commission has reviewed the CBA and finds it is in the best interest of the JIPSD and its members to authorize execution of the CBA.

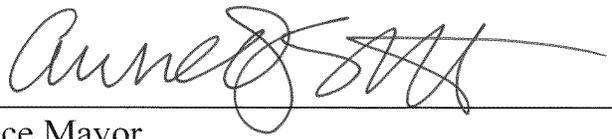
NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSION:

SECTION 1. THAT The Town Commission hereby ratifies the CBA with the Union (attached hereto as **Exhibit A**).

SECTION 2. THAT This Resolution shall take effect upon its execution.

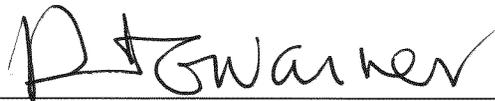
**DULY PASSED AND ADOPTED THIS 19<sup>th</sup> day of September, 2025.**

  
\_\_\_\_\_  
Mayor

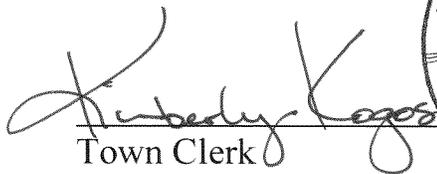
  
\_\_\_\_\_  
Vice Mayor

  
\_\_\_\_\_  
Town Commissioner

  
\_\_\_\_\_  
Town Commissioner

  
\_\_\_\_\_  
Town Commissioner

ATTEST:

  
\_\_\_\_\_  
Town Clerk

