

**MEMORANDUM OF UNDERSTANDING
WITH THE PARTIES' OF THE COLLECTIVE BARGAINING AGREEMENT
(CBA), FOR POLICE DISPATCHER, COMMUNICATIONS SUPERVISOR,
PATROLMAN, DETECTIVE, AND SERGEANT**

The Town of Lantana, Florida ("Town") and the Palm Beach County Police Benevolent Association ("PBA") mutually agree that Article 33, titled "Wages," contains a clerical error concerning the Dispatcher Pay Plan.

The parties further agree that Exhibit A to this Memorandum of Understanding shall be the amended and corrected Dispatcher Pay Plan and shall replace and supersede Exhibit B currently referenced in the Agreement. Upon execution of this Memorandum of Understanding, Exhibit B shall no longer be in effect.

This correction shall remain in full force and effect for the duration of the Agreement.

The parties further agree that all other provisions of the parties' CBA not specified in this Memorandum of Understanding shall remain in full force and effect.

The parties have full 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 17th day of September 2026.

FOR THE TOWN OF LANTANA

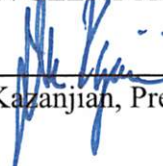


Mayor



Town Clerk

PALM BEACH COUNTY POLICE
BENEVOLENT ASSOCIATION



John Kazanjian, President

ARTICLE 33 WAGES

Effective October 1, 2026, all bargaining unit members shall receive an adjustment to their base salary in an amount equal to seven percent (7%). Effective October 1, 2027, all bargaining unit members shall receive an adjustment to their base salary in an amount equal to four percent (4%). Effective October 1, 2028, all bargaining unit members shall receive an adjustment to their base salary in an amount equal to four percent (4%). For sworn members, the hourly rates are established in Appendix "C". For non-sworn bargaining unit members, the maximum Dispatcher salary for non-certified and certified members will equal 125% and 150%, respectively. For Communications Supervisor, the maximum salary will equal 150% of the applicable base salary for dispatchers.

Any pay increase (including Career Development) after September 30, 2029, are subject to the parties agreeing to the same, and if no agreement is reached, the bargaining unit members' salaries will remain frozen at their existing rate until a new agreement is reached.

TOWN OF LANTANA**PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2026 AT 2,184 ANNUAL HOURS**

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	28.056	64,192.13	35.070	80,240.16	25.0%
Dispatcher	29.533	67,571.50	44.300	101,358.40	50.0%
Communications Supervisor	34.191	78,229.01	51.287	117,344.66	50.0%

PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2027 AT 2,184 ANNUAL HOURS

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	29.178	66,759.26	36.473	83,450.22	25.0%
Dispatcher	30.714	70,273.63	46.071	105,410.45	50.0%
Communications Supervisor	35.559	81,358.99	53.339	122,039.63	50.0%

PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2028 AT 2,184 ANNUAL HOURS

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	30.346	69,431.65	37.933	86,790.70	25.0%
Dispatcher	31.943	73,085.58	47.915	109,629.52	50.0%
Communications Supervisor	36.981	84,612.53	55.472	126,919.94	50.0%

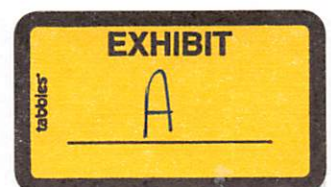
Maximum may be exceeded where an employee receives additional pay pursuant to Article 14.

Annual amounts are calculated for informational purposes. Members are paid by the hourly rate.

Dispatcher and Communications Supervisor annual amount are calculated using 1,976 hours paid at straight rate and 208 hours paid at time-and-a-half. Actual amounts will differ.

When hiring non-sworn members above the minimum hourly rate, the Administrative Hiring Process Policy shall be followed. When a non-certified dispatcher becomes certified, they shall provide supporting documentation within thirty (30) days to their supervisor along with a written salary increase request. The salary increase's effective date shall be the certification date; however, if the written request is submitted more than thirty (30) days from certification, the effective date shall be the date of the dispatcher's written request. Their hourly rate shall increase by the percentage difference between the "Dispatcher" minimum hourly rate and that of the "Dispatcher – Non-certified" minimum hourly rate, or five percent (5%), whichever is greater, up to the maximum of the "Dispatcher" hourly rate in the above chart.

Extra Duty Detail officer pay shall be paid at \$75.00 per hour. For extra duty detail worked on Town holidays, Christmas Eve and Super Bowl Sunday, officer pay shall be \$85.00 per hour.



TOWN OF LANTANA**PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2026 AT 2,184 ANNUAL HOURS**

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	25.939	59,348.43	32.424	74,186.11	25.0%
Dispatcher	27.304	62,471.55	40.956	93,707.33	50.0%
Communications Supervisor	31.611	72,325.97	47.417	108,490.10	50.0%

PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2027 AT 2,184 ANNUAL HOURS

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	26.976	61,721.09	33.720	77,151.36	25.0%
Dispatcher	28.396	64,970.05	42.594	97,455.07	50.0%
Communications Supervisor	32.875	75,218.00	49.313	112,828.14	50.0%

PAY PLAN RANGES EFFECTIVE OCTOBER 1, 2028 AT 2,184 ANNUAL HOURS

Title	Minimum Hourly Rate	Annual	Maximum Hourly Rate	Annual	Min-Max%
Dispatcher - Non-certified	28.055	64,189.84	35.069	80,237.87	25.0%
Dispatcher	29.532	67,569.22	44.298	101,353.82	50.0%
Communications Supervisor	34.190	78,226.72	51.285	117,340.08	50.0%

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