

**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 UNIT 1416, 1417,1486, 1487,
1503 and 1768**

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") agree as follows:

- 1. Article 26 (Extra Duty Employment) of the Law Enforcement and Corrections Collective Bargaining Agreements is amended to add the boldfaced language as follows:**

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.

Except as provided in Article 26, Section 3 and 7, the hourly rates for extra-duty services of unit personnel shall be as follows:

Rank Member	Gross Pay	Client Charge
Deputy	\$ 40.00	\$ 53.00
Sergeant	45.00	60.00
Lieutenant	50.00	66.00

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.

Section 7.

All bargaining unit members who perform outside of their job classification as a Communications Officer 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.

2. **Article 15 (Holidays)** of the Law Enforcement, Corrections and Civilian Collective Bargaining Agreement is replaced and amended as follows:

Section 5.

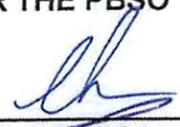
All bargaining unit members who perform outside of their job classification as a Communications Officer shall be compensated at a rate of one and a half times the bargaining unit member's base rate of pay for all days including holidays.

PBSO AND THE PBA AGREE FURTHER:

3. That the agreed upon addition to the aforementioned Articles shall appear in said Articles without modifying any existing subsection;
4. This Memorandum of Understanding shall be effective upon execution by both parties.
5. That the Parties represent that they have full legal authority to enter into this Memorandum of Understanding.

IN WITNESS THEREOF, THE Parties have caused the Memorandum of Understanding to be signed by their authorized representative on the 20th day of October, 2020.

FOR THE PBSO

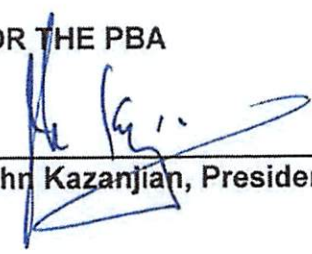


Ric L. Bradshaw, Sheriff



Agency Attorney

FOR THE PBA



John Kazanjian, President