

**MEMORANDUM OF UNDERSTANDING WITH REGARD  
TO ALL FULL-TIME LAW ENFORCEMENT AND  
CORRECTIONAL OFFICERS IN THE RANKS OF  
DEPUTY, DETECTIVE, SERGEANT AND DETECTIVE  
SERGEANT EMPLOYED BY THE MARTIN COUNTY  
SHERIFF'S OFFICE REPRESENTED BY THE PALM  
BEACH COUNTY POLICE BENEVOLENT ASSOCIATION,  
INC., WITHIN PERC BARGAINING UNITS NUMBERED  
1441, 1442, 1471 AND 1882 PERTAINING TO WAGES**

THE MARTIN COUNTY SHERIFF'S OFFICE (hereinafter "MCSO") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter "PBA") agree to the following changes with respect to Article 30 – Wages, remain unchanged except Sections 1-3 and 7-8, and Article 32 – Duration, shall be replaced entirely as follows:

Section 1

Effective October 1, 2020 and continuing thereafter through September 30, 2021, the parties recognize the Step Pay Plans identified in Section 2, which reflects a 2% COLA. In addition, a new "Max Step," which is equal to a 1% increase, will be created for individuals who were currently at the highest step on the Step Pay Plan. Those individuals who were in the highest step on the Step Pay Plan as of October 1, 2020 shall advance to the new Max Step on their next anniversary date. Those individuals who had an anniversary date between October 1, 2020 and the date of ratification of this MOU shall be moved to the new Max Step retroactive to their anniversary date. For example, a Deputy Sheriff at Step 11 as of October 1, 2020 will move to Step 11 Max on his/her next anniversary date. If that anniversary date was November 1, 2020 then the Deputy Sheriff will move to Step 11 Max retroactive to November 1, 2020.

## Section 2

### DEPUTY SHERIFF

		STEP 6	\$63,659.81
STEP 1	\$49,879.12	STEP 7	\$66,842.80
STEP 2	\$52,373.08	STEP 8	\$70,184.95
STEP 3	\$54,991.74	STEP 9	\$73,694.19
STEP 4	\$57,741.32	STEP 10	\$77,378.90
STEP 5	\$60,628.39	STEP 11	\$81,247.85
		<u>STEP 11</u> <u>MAX</u>	<u>\$82,060.33</u>

### SERGEANT

STEP 1	\$68,973.99	STEP 5	\$83,838.32
STEP 2	\$72,422.69	STEP 6	\$88,030.23
STEP 3	\$76,043.83	STEP 7	\$92,431.7 <u>545</u>
STEP 4	\$79,846.02	<u>STEP 7</u> <u>MAX</u>	<u>\$93,356.077</u>

## Section 3

Effective October 1, 2021 and continuing thereafter through September 30, 2022, the parties recognize the Step Pay Plans identified in Section 3, which reflects a 2% COLA.

### DEPUTY SHERIFF

		STEP 6	\$64,933.00 <u>1</u>
STEP 1	\$50,876.70	STEP 7	\$68,179.66
STEP 2	\$53,420.54	STEP 8	\$71,588.65
STEP 3	\$56,091.57	STEP 9	\$75,168.07
STEP 4	\$58,896.15	STEP 10	\$78,926.48
STEP 5	\$61,840.96	STEP 11	\$82,872.81
		<u>STEP 11</u> <u>MAX</u>	<u>\$83,701.54</u>

SERGEANT

STEP 1	\$70,353.47	STEP 5	\$85,515.09
STEP 2	\$73,871.14	STEP 6	\$89,790.83
STEP 3	\$77,564.71	STEP 7	\$94,280.3 <del>979</del>
STEP 4	\$81,442.94	<del>STEP 7</del> <del>MAX</del>	<del>\$95,223.199</del>

Section 7

Effective October 1, 2020, and continuing thereafter through September 30, 2021, the parties recognize the Step Pay Plan identified below for MCSO Aviation Unit Pilots, which reflects a 2% COLA. In addition, a new "Max Step," which is equal to a 1% increase, will be created for individuals who were currently at the highest step on the Step Pay Plan. Those individuals who were in the highest step on the Step Pay Plan as of October 1, 2020 shall advance to the new Max Step on their next anniversary date. Those individuals who had an anniversary date between October 1, 2020 and the date of ratification of this MOU shall be moved to the new Max Step retroactive to their anniversary date. For example, a Deputy Sheriff at Step 11 as of October 1, 2020 will move to Step 11 Max on his/her next anniversary date. If that anniversary date was November 1, 2020 then the Deputy Sheriff will move to Step 11 Max retroactive to November 1, 2020. For the purposes of this Article, Aviation Unit Pilots shall include bargaining unit members who are assigned full-time to the Aviation Unit as active pilots for MCSO and continue to hold the appropriate FAA licensing and qualified flight requirements of MCSO.

Line Pilot

Step 1	\$68,239.12	Step 5	\$82,945.08
Step 2	\$71,651.08	Step 6	\$87,092.34
Step 3	\$75,233.64	Step 7	\$91,446.96
Step 4	\$78,995.32	Step 8	\$96,019.30
		<u>Step 8 Max</u>	<u>\$96,979.49</u>

Chief Pilot

Step 1	\$75,281.74	Step 5	\$91,505.43
Step 2	\$79,045.83	Step 6	\$96,080.71
Step 3	\$82,998.12	Step 7	\$100,884.74
Step 4	\$87,148.04	Step 8	\$105,928.98
		<u>Step 8 Max</u>	<u>\$106,988.27</u>

Section 8

Effective October 1, 2021, and continuing thereafter through September 30, 2022, the parties recognize the Step Pay Plans identified in Section 8, which reflects a 2% COLA.

Line Pilot

Step 1	\$69,603.90	Step 5	\$84,603.98
Step 2	\$73,084.10	Step 6	\$88,834.19
Step 3	\$76,738.31	Step 7	\$93,275.90
Step 4	\$80,575.23	Step 8	\$97,939.69
		<u>Step 8 Max</u>	<u>\$98,919.09</u>

Chief Pilot



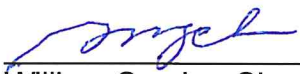
Step 1	\$76,787.37	Step 5	\$93,335.54
Step 2	\$80,626.75	Step 6	\$98,002.32
Step 3	\$84,658.08	Step 7	\$102,902.43
Step 4	\$88,891.00	Step 8	\$108,047.56
		<u>Step 8 Max</u>	<u>\$109,128.04</u>

The MCSO and the PBA (collectively "Parties") agree further:

1. That the MOU shall be effective upon execution by the Parties; ~~and,~~
2. That Sections 4-6 and 9-12 of Article 30 remain unchanged; ~~and,~~
3. With the implementation of the aforementioned changes to the Step Plans referenced herein, the Parties expressly agree that the "me-too" provisions within Article 32, Section 2., C., of the applicable Collective Bargaining Agreements have been satisfied shall have no legal or equitable force and there are no additional issues outstanding through effect for the remainder of the terms of the respective Collective Bargaining Agreements; and
4. That the Parties have full legal authority to enter into this MOU.

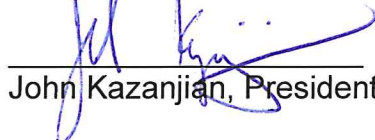
IN WITNESS THEREOF, the Parties have caused this MOU to be signed by their duly authorized representatives on this \_\_\_\_\_ day of \_\_\_\_\_, 2020.

 FOR THE MCSO

  
\_\_\_\_\_  
William Snyder, Sheriff

12/28/20  
\_\_\_\_\_  
Date

FOR THE PBA

  
\_\_\_\_\_  
John Kazanjian, President

12/22/20  
\_\_\_\_\_  
Date