

**MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL-TIME  
PERSONNEL EMPLOYED BY THE TOWN OF HIGHLAND BEACH REPRESENTED  
BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC,  
WITHIN PERC BARGAINING UNIT #1920**

**THE TOWN OF HIGHLAND BEACH** (hereinafter referred to as the "Town") and the **PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.** (hereinafter referred to as "PBA") agree as follows:

1. Article 34 (Educational Incentives) of the Collective Bargaining Agreement is amended as follows:

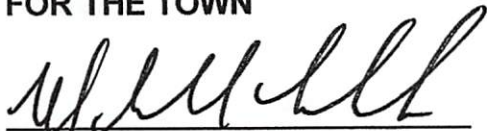
The Town will pay an educational incentive to full time non-probationary employees who are employed by the Town, as follows:

**THE TOWN AND THE PBA AGREE FURTHER:**

2. That the agreed upon amendment to the aforementioned Article shall appear in said Article without modifying any existing subsection;
3. This Memorandum of Understanding shall be effective upon execution by both parties.
4. 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 30<sup>th</sup> day of October, 2020.

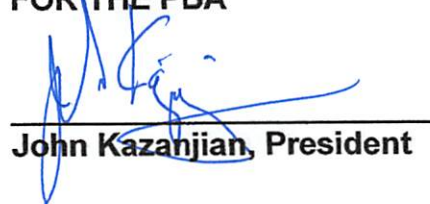
**FOR THE TOWN**



**Marshall Labadie, Town Manager**

*10/29/2020*

**FOR THE PBA**



**John Kazanjian, President**