

MEMORANDUM OF UNDERSTANDING

Between

Town of Ocean Ridge

And

Palm Beach County Police Benevolent Association, Inc.

WHEREAS, the Palm Beach County Police Benevolent Association, Inc. ("PBA") ratified a tentatively agreed collective bargaining agreement ("Agreement") with the Town of Ocean Ridge ("Town") on March 7, 2022;

WHEREAS, during negotiations resulting in the aforementioned Agreement, the parties negotiated and agreed upon language relating to bargaining unit employees who are "topped out" at the time of their performance evaluation;

WHEREAS, the parties recognize that such language was inadvertently excluded from the Agreement;

WHEREAS, the parties mutually desire to include the language in the final Agreement that was inadvertently excluded.

NOW THEREFORE, in consideration of the mutual promises, the PBA and Town agree to the following notwithstanding any contrary provisions in the collective bargaining agreement or Town policies:

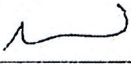
A. The following language is hereby included in Article 20, as a new Section 20.4:

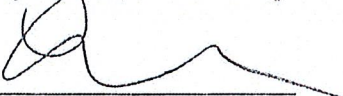
Sergeants and Officers at the top of the salary schedule shall not be eligible for the Merit increase resulting from the Employee Position Performance Evaluation described in Section 20.2. However, Sergeants and Officers at the top of the salary schedule shall receive a 2% COLA added to base pay if they receive an overall Meets Expectations rating (minimum overall score for Officers of 20; minimum overall score for Sergeants of 24) on the Employee Position Performance Evaluation.

B. In all other respects the Agreement remains the same.

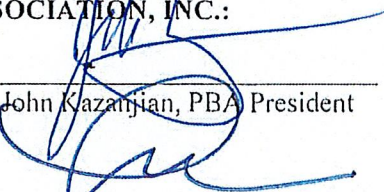
IN WITNESS WHEREOF, the parties have executed this Agreement on the 2nd day of ~~April~~^{May}, 2022.

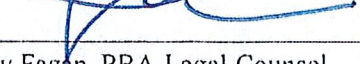
TOWN OF OCEAN RIDGE:

By: 
Tracey Stevens, Town Manager

By: 
Lara Donlon, Town Labor Attorney

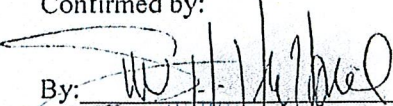
PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.:

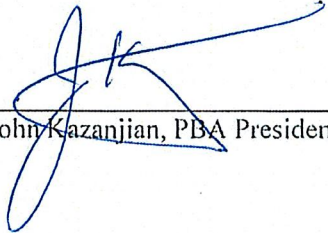
By: 
John Kazanjian, PBA President

By: 
Larry Fagan, PBA Legal Counsel

This Memorandum of Understanding was ratified by the PBA membership on _____, 2022 and by the Town Commission on May 2nd, 2022.

Confirmed by:

By: 
Susan Hurlburt, Mayor

By: 
John Kazanjian, PBA President

By: 
Karla M. Armstrong, Town Clerk

