

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF ATLANTIC BEACH

AND

COASTAL FLORIDA POLICE BENEVOLENT ASSOCIATION

This Memorandum of Understanding is entered into between the City of Atlantic Beach (hereinafter referred to as “the City”) and the Coastal Florida Police Benevolent Association (hereinafter referred to as “the PBA”) on behalf of those employees in the classifications of Police Officer, Detective and Sergeant (PERC Certification Number 1665) for the purpose of bargaining collectively in the determination of the wages, hours and terms and conditions of employment of those within the bargaining unit.

The City and the PBA agree as follows:

Effective 10/1/24 personal leave accrual rates will increase by 12 hours per year after the first year of employment.

Effective 10/1/24 change the shift differential to \$2.00 per hour to regular rate of pay for any hours worked between 6pm and 6am and increase the percentage of add pay for SRT members from 5% to 10%.

The 2022-2025 contract language change will be as follows:

13.3 Effective on 10/1/2024 personal leave time shall accumulate during each pay period and shall be credited to the employee at the end of each pay period (total of 26) using the following schedule:

<u>Beginning Year of Employment</u>	<u>Thru Year</u>	<u>Hours per Pay Period (26)</u>	<u>Total Annual Hours</u>
First Year		5.12	133
1	3	6.50	169
4	5	7.0	182
6	7	7.73	201
8	9	8.65	225
10	12	9.27	241
13	14	9.85	257
15		10.5	273

26.2 Police Officers and Sergeants will receive shift differential pay as follows for the entire shift:

All hours worked between 6pm and 6am will be compensated with \$2.00 per hour added to the officer's regular rate of pay.

- 26.6 Any employee covered by this Agreement who is assigned as a member of the Special Response Team (SRT) shall receive a rate of pay ten percent (+10%) above their normal pay while such officers are performing actual SRT duties, not including training. Such percentage shall not be added to the base pay but shall be in addition to the base pay and apply to all pay, overtime, compensatory time paid, etc. received by the officer.

This Agreement will become effective upon ratification by the Union, approval by the City Commission and execution by both the Union and the City. All other terms and conditions of the Collective Bargaining Agreement not specifically referenced herein shall remain unchanged.

For the City:

For the PBA:

William B. Killingsworth
City Manager

Greg Forhan, General Counsel
Coastal Florida PBA

Date: _____

Date: _____

Ratified by PBA: _____

Approved by the City Commission: _____