

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF MARGATE AND
BROWARD COUNTY POLICE BENEVOLENT ASSOCIATION**

This Memorandum of Understanding is entered into this _____ day of _____, 2025 by and between the City of Margate (the "City") and the Broward County Police Benevolent Association (the "Union"). The City and the Union are collectively referred to as the "Parties."

WHEREAS, the Union serves as the exclusive bargaining agent for lieutenants and captains employees as defined in Florida Public Employees Relations Commission Certification number 1101; and

WHEREAS, the terms and conditions of employment for the employees defined in Certification number 1101 are governed by a Collective Bargaining Agreement covering the period October 1, 2024 through September 30, 2027 (the "CBA" or "Agreement"); and

WHEREAS, Article 15, "Wages", of the CBA contains the Parties' agreement with respect to annual wage; and

WHEREAS, there is a compelling interest in maintaining competitive wages for employee recruitment and retention; and

WHEREAS, the Parties desire to change the annual wage for Lieutenants.

NOW, THEREFORE, the Parties agree as follows:

1. The foregoing recitals are true and correct and are incorporated herein by reference.
2. Article 15, "Wages", of the Agreement is amended as follows¹:
 - A. Retroactive to October 1, 2024, the salaries for Lieutenants and Captains shall increase by 4% and be as follows:

Lieutenant \$141,874

Captain \$153,607
 - B. As of October 1, 2025, the salaries for Lieutenants and Captains shall increase by ~~4%~~ 9.047% and shall be as follows:

Lieutenant ~~\$147,549~~ \$154,709

Captain ~~\$159,751~~ \$167,509
 - C. As of October 1, 2026, the salaries for Lieutenants and Captains shall increase by 4% and be as follows:

Lieutenant ~~\$153,451~~ \$160,898

¹ Additions to existing text are shown by underline; deletions are shown by ~~striketrough~~.

Captain ~~\$166,141~~ \$174,209

3. The Parties have had the opportunity to consult with legal counsel of their choosing prior to executing this MOU.
4. The Parties recognize that this MOU only modifies Article 15 of the Agreement and does not modify any other Article or subsection therein contained in the Agreement.
5. This MOU shall become effective upon ratification by the bargaining unit and thereafter by the City Commission. In the event that this MOU is not fully ratified for any reason, it shall have no force or effect upon either party.
6. The Parties agree that this MOU represents the Parties' entire agreement with regards to this subject matter, and that it cannot be amended or modified without the expressed written consent of the Parties.

**BROWARD COUNTY POLICE
BENEVOLENT ASSOCIATION**

By: 
Rodney Skirvin, PBA President

Date Executed: 8.21.25

CITY OF MARGATE

By: _____
Cale Curtis, City Manager

Date Executed: _____

ATTEST:

Jennifer Johnson, City Clerk

APPROVED AS TO FORM AND LEGAL
SUFFICIENCY:

David N. Tolces, City Attorney