

Palm Beach Sheriff's Office (PBSO) PBA Collective Bargaining Agreement (CBA) Practice Exam (Sample)

Study Guide



Everything you need from our exam experts!

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Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

Remember: successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

How to Use This Guide

This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:

1. Start with a Diagnostic Review

Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.

2. Study in Short, Focused Sessions

Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.

3. Learn from the Explanations

After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.

4. Track Your Progress

Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.

5. Simulate the Real Exam

Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.

6. Repeat and Review

Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.

There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!

Questions

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- 1. Maximum tuition reimbursement per year?**
 - A. \$5000 max per year**
 - B. \$2500**
 - C. \$7500**
 - D. \$6000**

- 2. How many annual leave hours do members accrue per month?**
 - A. 4 hours monthly**
 - B. 2 hours semi-monthly**
 - C. 4 hours semi-monthly**
 - D. 8 hours semi-monthly**

- 3. If seriously injured in fresh pursuit or LE related activities, you will receive how much of a supplement to workers' comp?**
 - A. 50% base salary for 60 days**
 - B. 100% base salary for 90 days**
 - C. 100% base salary for 180 days**
 - D. No supplement is provided**

- 4. What is the longevity increase percentage for employees with 20 or more years of service?**
 - A. 5%**
 - B. 7.5%**
 - C. 12%**
 - D. 10%**

- 5. Longevity leave hours at five years of service are how many?**
 - A. 8 hours**
 - B. 16 hours**
 - C. 32 hours**
 - D. 64 hours**

- 6. Under the Officers' Bill of Rights, which items is an officer privy to during an investigation?**
- A. The nature of the investigation before interrogation begins**
 - B. All of the above**
 - C. A copy of the recorded interrogation available within 72 hours**
 - D. Names of complainants, witness statements, any other evidence**
- 7. Can an employee use comp time and overtime together?**
- A. Yes, always**
 - B. No, unless at the discretion of the Sheriff**
 - C. Not allowed ever**
 - D. Only with supervisor approval**
- 8. Under PBSO survivor benefits, the spouse's eligibility terminates upon which event?**
- A. Spouse remarries**
 - B. Reaches age 65**
 - C. Declares bankruptcy**
 - D. Moves out of state**
- 9. What is the maximum holiday bank hours?**
- A. 200hrs**
 - B. 215hrs**
 - C. 225hrs**
 - D. 180hrs**
- 10. Which statement correctly describes vacations per calendar year for PBSO employees?**
- A. Employees select one vacation period, not to exceed 2 consecutive weeks**
 - B. Employees may select multiple vacation periods totaling up to 2 weeks**
 - C. Vacation periods are assigned by management**
 - D. Employees must cancel all vacation by year-end**

Answers

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1. A
2. C
3. B
4. D
5. B
6. B
7. B
8. A
9. B
10. A

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Explanations

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1. Maximum tuition reimbursement per year?

- A. \$5000 max per year**
- B. \$2500**
- C. \$7500**
- D. \$6000**

Tuition reimbursement is governed by a yearly cap in the PBSO PBA CBA, so the amount that can be reimbursed in any given year is limited to five thousand dollars. This cap is designed to support members' education while controlling the program's cost, and reimbursements are provided only for approved, eligible courses and after meeting all required conditions (such as pre-approval and proper documentation). If you incur more than five thousand in a year, only up to five thousand can be reimbursed under this limit, with any additional amount not covered unless the contract provides a specific exception. The other numeric options don't reflect the stated annual ceiling. Always check the current CBA for any nuanced rules about eligibility, pre-approval, and documentation.

2. How many annual leave hours do members accrue per month?

- A. 4 hours monthly**
- B. 2 hours semi-monthly**
- C. 4 hours semi-monthly**
- D. 8 hours semi-monthly**

Annual leave is earned at a certain number of hours for each semi-monthly pay period. To find the monthly total, you multiply the per-period accrual by the number of semi-monthly periods in a month (usually two). If the rate is 4 hours for every semi-monthly period, then in a typical month you would accumulate $4 \text{ hours} \times 2 \text{ periods} = 8 \text{ hours}$. That's why the option states 4 hours semi-monthly: it correctly reflects the accrual rate per pay period, which results in 8 hours of annual leave earned in a month. The other phrasings imply different monthly totals: 4 hours monthly would only be 4 per month, 2 hours semi-monthly would be 4 per month, and 8 hours semi-monthly would be 16 per month.

3. If seriously injured in fresh pursuit or LE related activities, you will receive how much of a supplement to workers' comp?

- A. 50% base salary for 60 days**
- B. 100% base salary for 90 days**
- C. 100% base salary for 180 days**
- D. No supplement is provided**

When an officer is seriously injured in fresh pursuit or other law-enforcement activities, the PBSO PBA CBA provides a salary supplement to bridge the initial recovery period. The contract specifies a full 100% of base salary for 90 days, ensuring you aren't financially strained while off work due to the on-duty injury. This supplement runs in addition to workers' comp benefits and is designed to protect your take-home pay during the early recovery window. After those 90 days, the supplement ends and benefits continue under workers' comp and any other applicable disability provisions. The other options don't match the contract terms, as they describe partial pay, different durations, or no supplement.

4. What is the longevity increase percentage for employees with 20 or more years of service?

- A. 5%
- B. 7.5%
- C. 12%
- D. 10%**

Longevity pay is a seniority-based increase to pay that recognizes longer service. In the PBSO PBA CBA, employees with twenty or more years of service receive a ten percent longevity increase. This boost is applied to base pay, boosting regular earnings (overtime typically isn't part of this calculation). It's a fixed percentage addition that remains as long as the employee remains in that twenty-year or more bracket. For example, with a base salary of 60,000, the ten percent longevity increase adds 6,000 for the year. Other percentages would correspond to different, shorter service brackets in the agreement, but for twenty or more years the contract specifies ten percent.

5. Longevity leave hours at five years of service are how many?

- A. 8 hours
- B. 16 hours**
- C. 32 hours
- D. 64 hours

Longevity leave is extra paid time off given to reward ongoing service. At the five-year milestone, the PBSO PBA CBA specifies 16 hours of longevity leave. This is separate from your regular vacation or sick leave and is used as approved time off just like other leave. The other hour amounts aren't the correct figure for this particular five-year point according to the agreement, and 16 hours is the amount allocated at that milestone.

6. Under the Officers' Bill of Rights, which items is an officer privy to during an investigation?

- A. The nature of the investigation before interrogation begins
- B. All of the above**
- C. A copy of the recorded interrogation available within 72 hours
- D. Names of complainants, witness statements, any other evidence

The Officers' Bill of Rights ensures fairness by giving officers timely access to information about investigations so they can prepare a proper response. They are entitled to know the nature of the investigation before any interrogation begins, which helps them understand the scope and avoid surprises. They also have the right to receive a copy of the recorded interrogation within a defined timeframe (such as 72 hours), so they can review exactly what was said and respond accurately. In addition, they're entitled to access the names of complainants, witness statements, and other evidence used in the investigation, which supports a complete and informed defense. Because each of these protections is provided, all of these items are covered, making "all of the above" the best answer.

7. Can an employee use comp time and overtime together?

- A. Yes, always
- B. No, unless at the discretion of the Sheriff**
- C. Not allowed ever
- D. Only with supervisor approval

Comp time and overtime are two different ways to handle extra hours, and the contract typically requires you to choose one approach for those hours rather than combining them. In PBSO's PBA agreement, you don't routinely mix compensatory time off with overtime pay for the same period. The only time you can deviate from that is if the Sheriff grants an exception, using their discretionary authority to approve a nonstandard arrangement. This reflects the balance between giving staff some flexibility and maintaining clear, straightforward payroll practices. The idea that it's always allowed or simply requires a supervisor's approval isn't correct because the authority to authorize such an exception rests with the Sheriff, not with a supervisor and not by default.

8. Under PBSO survivor benefits, the spouse's eligibility terminates upon which event?

- A. Spouse remarries**
- B. Reaches age 65
- C. Declares bankruptcy
- D. Moves out of state

Survivor benefits are tied to the surviving spouse's continued status as a dependent. When the surviving spouse remarries, that dependent relationship ends, so the PBSO contract terminates eligibility for those benefits. The other events listed—reaching a certain age, declaring bankruptcy, or moving out of state—do not trigger termination under the typical survivor-benefits provisions, which hinge on marital status and the continued dependency created by that status.

9. What is the maximum holiday bank hours?

- A. 200hrs
- B. 215hrs**
- C. 225hrs
- D. 180hrs

Accrual caps on holiday banks limit how many holiday hours you can carry. In this contract, the cap is 215 hours. That means once your holiday bank reaches 215 hours, you stop accumulating additional holiday hours until you use some. This keeps carryover within a manageable, predictable range for budgeting and scheduling, and it ensures the benefit isn't accumulated indefinitely. The other listed totals don't fit the agreement because they don't match the stated cap. A lower number underestimates what employees can bank, while a higher number would exceed the contract's limit.

10. Which statement correctly describes vacations per calendar year for PBSO employees?

- A. Employees select one vacation period, not to exceed 2 consecutive weeks**
- B. Employees may select multiple vacation periods totaling up to 2 weeks**
- C. Vacation periods are assigned by management**
- D. Employees must cancel all vacation by year-end**

Vacations are taken in a single block per calendar year, limited to no more than two consecutive weeks. This setup gives employees a defined, continuous period off while keeping staffing predictable and manageable. The statement that fits this policy describes employees selecting one vacation period not to exceed two weeks, aligning with the idea of taking a single, continuous block within the year. The other options don't fit: allowing multiple vacation periods would let time off exceed the two-week limit or fragment leave; having management assign vacations removes the employee's choice; and requiring vacation to be canceled by year-end doesn't reflect a standard annual vacation structure.

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Next Steps

Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.

As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.

If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at hello@examzify.com.

Or visit your dedicated course page for more study tools and resources:

<https://pbsopbacba.examzify.com>

We wish you the very best on your exam journey. You've got this!

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