PALM BEACH SHERIFF'S OFFICE (PBSO) PBA COLLECTIVE BARGAINING AGREEMENT (CBA) PRACTICE EXAM (SAMPLE)

STUDY GUIDE



SAMPLE STUDY GUIDE WITH LIMITED QUESTIONS

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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.

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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!

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Questions

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1. What describes the typical duration of the CBA and renewal process?

A. The agreement has a defined term and a process for renewal or renegotiation at expiration.

B. It is a perpetual agreement with no renewal.

C. It renews automatically every year without renegotiation.

D. It ends when either party files a notice of termination.

2. In an internal investigation, 'Sustained Informal' can indicate misconduct in which areas?

A. Discharge of firearms only.

B. Misconduct or violation of law only.

C. Misconduct or violation of law, discharge of firearms, and use of force.

D. None.

3. Take-home vehicle locations include which counties?

A. Palm Beach, Martin, St. Lucie, Hendry

B. Broward, Okeechobee, Palm Beach, Martin

C. Palm Beach, Martin, St. Lucie, Hendry, Broward, Okeechobee

D. Palm Beach, Martin, St. Lucie

4. What is the maximum number of PBA representatives allowed per shift?

A. 3 per shift

B. 1 per shift

C. 4 per shift

D. 2 per shift

5. After being selected for a specialty unit, within what time frame must the transfer occur?

A. Within 60 days

B. Within 30 days

C. Within 90 days

D. Within 120 days

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6. During a probation extension for a new employee, which action may the Sheriff take?

A. Terminate with cause

B. Terminate without cause

C. Terminate with pay

D. Terminate only after union approval

7. Within how many days is an investigation presumed inactive toward an officer with no findings made?

A. 30 days

B. 60 days

C. 45 days

D. 90 days

8. Under survivor benefits, a child may remain covered until age 25 if dependent or student.

A. 21

B. 25

C. 26

D. 30

9. Alternate duty status for non-work related injury is limited to a maximum of how many months?

A. 12 months

B. 9 months

C. 6 months

D. 3 months

10. Bereavement leave for death outside of Florida is granted for how many days?

A. 4 days

B. 5 days Florida

C. 5 days outside of Florida

D. 6 days

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Answers

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

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Explanations

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1. What describes the typical duration of the CBA and renewal process?

A. The agreement has a defined term and a process for renewal or renegotiation at expiration.

B. It is a perpetual agreement with no renewal.

C. It renews automatically every year without renegotiation.

D. It ends when either party files a notice of termination.

CBAs are structured with a defined term and a formal process to renew or renegotiate at expiration. This finite term gives both sides a clear window to implement terms, plan budgets, and assess how wages, benefits, and working conditions are meeting needs. When the term ends, the parties enter a renewal or renegotiation phase, following established timelines and often culminating in ratification or approval. This setup keeps the agreement current with changing conditions and prevents indefinite or unilateral terms. In contrast, a perpetual agreement with no renewal, automatic yearly renewal without negotiation, or ending solely on a termination notice would remove the structured, collaborative process that allows terms to be updated fairly and in response to real-world changes.

2. In an internal investigation, 'Sustained Informal' can indicate misconduct in which areas?

A. Discharge of firearms only.

B. Misconduct or violation of law only.

C. Misconduct or violation of law, discharge of firearms, and use of force.

D. None.

Understanding this finding means recognizing that Sustained Informal is a substantiated outcome that can apply across different areas of officer conduct. In PBSO internal investigations, misconduct can involve violation of law, use of force, or discharge of firearms. When an alleged behavior is found to be sustained but handled informally, the evidence supports the finding across those potential domains, not just one. Therefore, Sustained Informal can indicate misconduct in all three areas mentioned: misconduct or violation of law, discharge of firearms, and use of force. It's not limited to firearms alone, nor solely to legal violations, and there is at least one area involved.

3. Take-home vehicle locations include which counties?

A. Palm Beach, Martin, St. Lucie, Hendry

B. Broward, Okeechobee, Palm Beach, Martin

C. Palm Beach, Martin, St. Lucie, Hendry, Broward, Okeechobee

D. Palm Beach, Martin, St. Lucie

Take-home vehicle locations are defined by the PBSO CBA to cover a broad cross-section of neighboring counties where deputies may operate or respond under mutual-aid arrangements. The correct option lists all six counties specified in the agreement: Palm Beach, Martin, St. Lucie, Hendry, Broward, and Okeechobee. This full set reflects how the program extends beyond Palm Beach County itself to include nearby counties where deputies may live, respond, or assist, ensuring readiness and rapid response across the region. The other options leave out one or more of these counties, which would not align with the policy as written in the CBA.

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4. What is the maximum number of PBA representatives allowed per shift?

A. 3 per shift

B. 1 per shift

C. 4 per shift

D. 2 per shift

The limit being tested is how many PBA representatives can be present on an officer's on-duty shift. The contract places a cap at three representatives per shift to balance a member's right to have a representative with the operational need to keep the shift functioning smoothly. With three allowed, a member can have counsel during interviews or disciplinary matters without overcrowding the work area or hindering supervision, response times, or coverage. Fewer than three would risk inadequate representation for some situations, while more than three would exceed the contractual limit and could disrupt on-duty operations. Remember, "per shift" means during a single on-duty period, not across an entire day or multiple shifts.

5. After being selected for a specialty unit, within what time frame must the transfer occur?

A. Within 60 days

B. Within 30 days

C. Within 90 days

D. Within 120 days

When someone is selected for a specialty unit, the transfer is governed by the PBSO PBA CBA to ensure both the officer's readiness and the unit's staffing needs. The standard timeframe to complete that transfer is within 60 days of selection. This window gives enough time to complete any required training or certifications, handle administrative steps, and wrap up duties in the current assignment without leaving the present unit short-handed. If the transfer were pushed through too quickly, like 30 days, there wouldn't be time to finish necessary preparations or paperwork, which could impact the officer's preparedness and the receiving unit's operations. On the other hand, waiting 90 or 120 days could leave the current unit understaffed and delay the specialty unit's functions, creating ongoing operational challenges. The 60-day period strikes a practical balance, supporting a smooth transition for both the officer and the department.

6. During a probation extension for a new employee, which action may the Sheriff take?

A. Terminate with cause

B. Terminate without cause

C. Terminate with pay

D. Terminate only after union approval

probation extension keeps the employee in a provisional, evaluative status, so the Sheriff has broad discretion over employment decisions during this period. The option to terminate without cause aligns with that evaluative purpose—the sheriff can end the relationship without having to prove misconduct or a specific deficiency, as long as it's not discriminatory and complies with the contract and law. The other paths imply requirements that probationary status doesn't typically impose: ending with cause would require justification for termination, which isn't the default during probation; ending only after union approval would normally not be required for probationary employees; and terminating with pay isn't a standard category for how a termination is described.

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7. Within how many days is an investigation presumed inactive toward an officer with no findings made?

A. 30 days

B. 60 days

C. 45 days

D. 90 days

A built-in time limit applies: if an internal investigation yields no findings, it is presumed inactive after 45 days. This creates a clear, timely endpoint so the file isn't left in limbo and resources aren't tied up. If new information comes to light or findings are later made, the matter can be revisited under the established procedures, but by default the 45-day mark sets the inactivity presumption. The other day counts don't align with this provision.

8. Under survivor benefits, a child may remain covered until age 25 if dependent or student.

A. 21

B. 25

C. 26

D. 30

When survivor benefits extend to a dependent child, the coverage can continue beyond adulthood as long as the child remains dependent or enrolled as a full-time student. The rule sets the maximum age at 25 under those conditions, recognizing that education or ongoing dependence can keep them eligible during early adulthood. After reaching 25, eligibility typically ends unless other qualifying factors (like disability) apply. So the correct understanding is that a child may stay covered until age 25 if they are still dependent or a student.

9. Alternate duty status for non-work related injury is limited to a maximum of how many months?

A. 12 months

B. 9 months

C. 6 months

D. 3 months

Alternate duty status for a non-work-related injury is a temporary accommodation that lets an employee perform light duties within their capabilities while recovering. In the PBSO PBA CBA, this arrangement has a hard maximum of six months. The six-month cap keeps the employee supported and able to stay engaged with work, while ensuring there's a clear end point and prompting medical review if recovery isn't complete. Longer durations beyond six months aren't permitted under this provision, which is why the other timeframes don't fit the contract.

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10. Bereavement leave for death outside of Florida is granted for how many days?

A. 4 days

B. 5 days Florida

C. 5 days outside of Florida

D. 6 days

Bereavement leave duration depends on where the death occurred. The PBSO PBA CBA provides five days of bereavement leave when the death is outside the state, to account for travel time and out-of-state funeral arrangements. The question specifies death outside Florida, so five days is the correct provision. In contrast, four days is typically for in-state deaths, and six days isn't the specified amount in the agreement.

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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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