

MEMORANDUM OF UNDERSTANDING

WITH REGARD TO ARTICLE 36, SECTION 1, OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE MARTIN COUNTY SHERIFF'S OFFICE AND THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION

WHEREAS The Martin County Sheriff's Office ("MCSO") and the Palm Beach County Police Benevolent Association, Inc. ("PBA") desire to clarify the intent of Article 36, Section 1, of the Collective Bargaining Agreement as it applies to Correction Deputies who transferred to Law Enforcement and thereafter, while continuously employed by the MCSO, return to Corrections in a sworn capacity. Therefore, the MCSO and the PBA agree to the following application of Article 36, Section 1:

1. **Prior to October 1, 2009:** Corrections Deputies who transferred to Law Enforcement and return(ed) to Corrections, without a break in service, shall have as a seniority date in Corrections, their original date of hire in a sworn position.
2. **After October 1, 2009:** Corrections Deputies who transfer to Law Enforcement and then return to Corrections, without a break in service, within one (1) year, shall have as their seniority dates in Corrections, their original date of hire in a sworn position.
3. **After October 1, 2009:** Corrections Deputies who transfer to Law Enforcement and then return to Corrections, without a break in service, but after one (1) year, shall have seniority dates which will include all the time they served as a Corrections Deputy, both before and after the transfer to Law Enforcement. The time spent in Law Enforcement will not be credited toward seniority.
4. In any case, regardless of hire date, when a Corrections Deputy transfers to Law Enforcement, but then returns to Corrections, he/she will forfeit their seniority for the ensuing vacation bidding process. Thereafter, he/she will be entitled to use their seniority for vacation selection.

The Parties have full legal authority to enter into this Memorandum of Understanding.

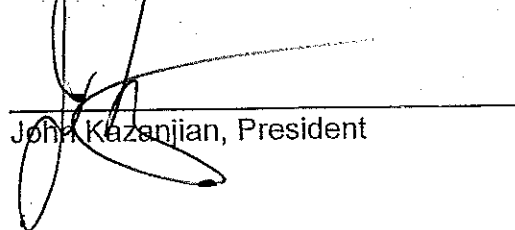
Dated: 2/3/2010

FOR THE MARTIN COUNTY
SHERIFF'S OFFICE



Major Robert Seaman
Robert L. Crowder, Sheriff

FOR THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION, INC.



John Kazanjian, President