

MEMORANDUM OF UNDERSTANDING

WHEREAS, THE CITY OF BOYNTON BEACH, FLORIDA (hereinafter referred to as "the CITY") and THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as "the PBA") entered into a Collective Bargaining Agreement ("CBA") for the term October 1, 2007 to September 30, 2010 which covers the bargaining unit comprised of Police Sergeants (PERC Certification 1375); and

WHEREAS, the CITY and PBA have been engaged in collective bargaining regarding Article 11 of the CBA which was reopened at the CITY'S request to pursuant to Article 11, Section 3 of the CBA; and


WHEREAS, the PBA has cooperatively agreed to the CITY'S proposal that compensation levels be frozen for fiscal year 2009-10 until September 29, 2010 to address the CITY'S fiscal needs resulting from the current economic down turn.

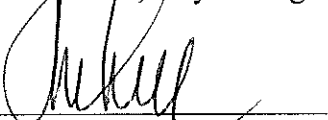
NOW, THEREFORE, the CITY and PBA agree:

1. The October 1, 2009 Cost of Living Increase and April 1, 2010 Merit Raise increases referred to in Sections 1 and 2 of Article 11, Wages of the CBA will not take effect until September 29, 2010;
2. All bargaining unit employees' rates of pay are frozen for the period from October 1, 2009 until September 30, 2010. The Cost of Living and Merit Raises referenced in Article 11, Section 1 and 2 of the CBA shall resume on September 29, 2010 without back-pay or retro-pay for the time period of the freeze. .
3. That this Memorandum of Understanding shall be effective upon ratification by the Parties; and,
4. That the Parties have full legal authority to enter into this Memorandum of Understanding.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives.

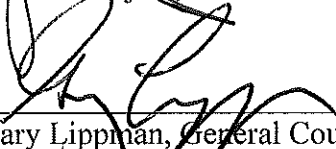
FOR THE CITY


Kurt Bressner, City Manager


James Cherof, City Attorney

FOR THE PBA


John Kazanjian, President


Gary Lippman, General Counsel