

MEMORANDUM OF UNDERSTANDING

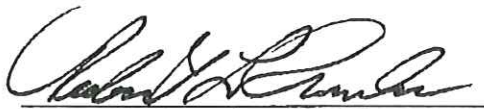
The following Memorandum of Understanding (MOU) is entered into between representatives of the Martin County Sheriff's Office (MCSO) and the Palm Beach County Police Benevolent Association (PBA) in regard to the Law Enforcement and the Corrections Collective Bargaining Agreements (CBAs).

In an effort to maintain the working relationship between the above parties, and in a showing of good faith, this MOU will address Sections 2, 3, and 4 Article 29 (Law Enforcement CBA) and Sections 2, 3, and 4 of Article 27 (Corrections CBA) all of which include the term, *full shift's holiday pay*.

Effective August 31, 2008, a full shift's holiday pay will reflect the total number of hours the bargaining unit member works on a regularly scheduled work day.

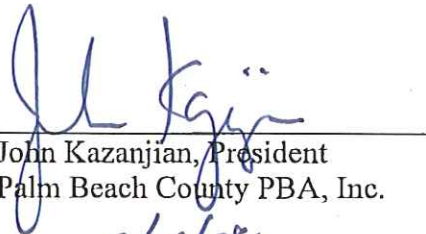
This MOU shall remain in full force and effective through September 30, 2009.

This MOU does not alter or modify any other Articles of the Law Enforcement CBA or the Corrections CBA.



Robert L. Crowder, Sheriff  
Martin County Sheriff's Office

Date: 9/3/08



John Kazanjian, President  
Palm Beach County PBA, Inc.

Date: 9/4/08



Terence E. Nolan, Esq.  
Legal Advisor MCSO

Date: 09-03-08



Gary Lippman, Esq.  
Attorney for Palm Beach County PBA, Inc.

Date: 9/5/08