

**MEMORANDUM OF UNDERSTANDING  
WITH REGARD TO ARTICLE 16, SECTION 4 INSURANCE BENEFITS  
PERTAINING TO A BARGAINING UNIT OF  
SWORN CERTIFIED POLICE LIEUTENANTS  
SUBJECT OF THE COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
THE CITY OF PALM BEACH GARDENS, FLORIDA AND  
THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.**

THE CITY OF PALM BEACH GARDENS, FLORIDA (hereinafter referred to as "the City") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as "the PBA") agree that the City is investigating the possibility to establishing the Voluntary Employees Beneficiary Association ("VEBA") or health trust fund subject of Article 16, Section 4 of the Collective Bargaining Agreement between the City and the PBA.

The City and the PBA agree further:

1. That the City shall provide a wage increase of five percent (5%) for all bargaining unit members, effective October 1, 2007;
2. That the City shall fund the VEBA or health trust fund entirely by paying one percent (1%) of all bargaining unit members' wages, effective October 1, 2007, into an escrow account until the VEBA or health trust fund can be established;
3. That in the event the VEBA or health trust fund is not established or is terminated, the 1% of wages deducted and diverted into the aforementioned escrow account shall be restored to the bargaining unit members;
4. That this Memorandum of Understanding shall be retroactive to October 1, 2007 through and including September 30, 2010; and,

5. That the Parties have full legal authority to enter into this Memorandum of Understanding.

WHEREFORE AND IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the \_\_\_\_\_ day of October, 2007.


FOR THE CITY  
OF PALM BEACH GARDENS

FOR THE PALM BEACH COUNTY  
POLICE BENEVOLENT  
ASSOCIATION, INC.

  
\_\_\_\_\_  
Ron Ferris, City Manager

  
\_\_\_\_\_  
John Kazanjian, President

\_\_\_\_\_  
Joseph Russo, Mayor

  
\_\_\_\_\_  
Robert Odell, PBA Representative