

**MEMORANDUM OF UNDERSTANDING
WITH REGARD TO THE IN-VEHICLE MOBILE VIDEO AND AUDIO
SYSTEM PERTAINING TO PERSONNEL EMPLOYED BY THE
PALM BEACH COUNTY SHERIFF'S OFFICE**

**REPRESENTED BY
THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.
WITHIN BARGAINING UNITS CERTIFIED BY
THE PUBLIC EMPLOYEES RELATIONS COMMISSION
NUMBERS 1416, 1417, 1486, 1487 AND 1503**

THE SHERIFF OF PALM BEACH COUNTY, FLORIDA (hereinafter referred to as "PBSO") and the **PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.** (hereinafter referred to as "PBA") agree as follows:

1. That this Memorandum of Understanding shall be effective from its execution through and including September 30, 2009;
2. That PBSO in-vehicle mobile video and audio recording systems cannot and shall not be activated by any person(s) other than the bargaining unit member operating the vehicle;
3. That PBSO utilization of video and audio recordings from in-vehicle mobile video systems, in internal investigations which involved only non-criminal policy violations of PBA bargaining unit members, shall be governed as follows:
 - A) Any and all such recordings shall be provided to the bargaining unit members who is subject of an investigation prior to the investigative interview of the bargaining unit member if the PBSO is considering such recordings in the course of its investigation.
4. That the Parties have full legal authority to enter into this Memorandum of Understanding.

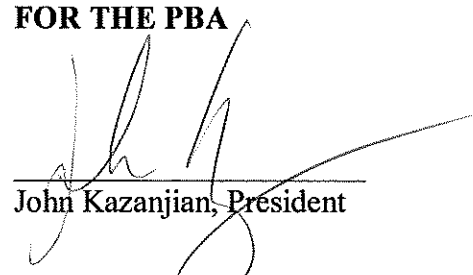
IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the day of Oct, 2008. 2ND

FOR THE PBSO



Ric Bradshaw, Sheriff

FOR THE PBA



John Kazanjian, President