

**MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL-TIME SWORN 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 PERC 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 that effective upon this document's execution by both Parties, the following amendments to the current Law Enforcement and Corrections Collective Bargaining Agreements will be made as follows:

1. Article 6, Section 8 is added as follows: PBA time shall be included as time worked.
2. Article 14, Section 5 is eliminated.
3. Article 18, Section 3 is revised as follows:

Deputy Sheriffs and Sergeants in the following specialty assignments shall have their base salary increased by five percent (5%) upon entering service in these assignments:

Trainer (Training Bureau)  
Accident Investigator  
Agent  
Detective  
Motor  
K-9  
Marine Unit  
Bargaining Unit Members assigned to Internal Affairs

4. Article 22, Section 3 is revised as follows:

Unit members assigned a take home vehicle shall pay a fuel charge through payroll deduction of twenty-five dollars and no cents (\$25.00) per pay period.

5. Article 24, Section 1 will be revised as follows:

As of January 1, 2008, hourly rates for extra-duty services of unit personnel shall be as follows:

Rank	Member Gross Pay	Client Charge
Deputy	\$33.00	\$42.00
Supervisor	\$38.00	\$49.00
OIC	\$43.00	\$55.00

6. The following language will be added as an Amendment to the current Collective Bargaining Agreement:

#### **EXTENSION OF PROBATIONARY PERIOD**

Section 1: The probationary period for new hires may be extended up to an additional six (6) months if additional time is needed to evaluate the member's performance in the position, provided the member is notified in writing of same before the conclusion of the initial twelve (12) month probationary period. During the extended probationary period, the Sheriff retains all rights to terminate the employment without cause, without challenge in any forum.

Section 2: The probationary period for newly promoted members may be extended up to an additional six (6) months if additional time is needed to evaluate the member's performance in the position, provided the member is notified in writing of same before the conclusion of the twelve (12) month promotional probationary period. During the extended probationary period, the Sheriff retains all rights to return the member to their former classification prior to the promotion, without challenge in any forum.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the 1 day of OCTOBER, 2007.

**FOR THE PBSO**

  
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Ric L. Bradshaw, Sheriff

  
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Colonel Joseph A. Bradshaw, Jr.

**FOR THE PBA**

  
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John Kazanjian, President

  
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Gary Lippman, General Counsel