

**MEMORANDUM OF UNDERSTANDING WITH
REGARD TO ALL FULL-TIME SWORN LAW ENFORCEMENT
OFFICERS OF THE TOWN OF JUPITER POLICE DEPARTMENT
WITHIN THE BARGAINING UNITS
COVERED UNDER PERC CERTIFICATIONS #1500 AND #1570**

THE TOWN OF JUPITER, FLORIDA (hereinafter referred to as the "Town") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter referred to as the "PBA") agree that effective immediately, the Article entitled, "Workweek and Overtime," in the Collective Bargaining Agreements shall be modified only as follows:


Section 1: The Town agrees that the basic work week of service for all Road Patrol Officers only shall consist of four (4) eleven (11) hour and fifteen (15) minute days. Seniority shall apply to choosing day or night shifts, and placement on shifts and work teams shall be by decision of the Chief of Police. Bargaining unit members shall be given a fifteen (15) working day notice of any designated workweek change affecting the aforementioned work schedules/hours except and until December 20, 2008 only.

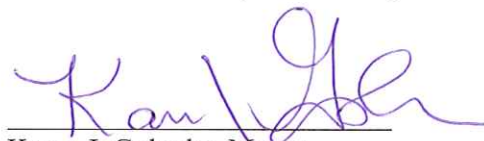
The Town and the PBA agree further:


1. Regarding the Article entitled, "Holidays," when a member affected by the changes above works on a holiday, they will be paid one additional 11-hour and fifteen (15) minute day in that workweek at time and one-half rates in addition to the normal straight time pay for the shift. When a member affected by the changes above does not work a holiday, the member shall be paid for one additional 8-hour day in that workweek at straight time rates.
2. That all other provisions of the Collective Bargaining Agreement not specified in this Memorandum of Understanding shall remain in full force and effect as provided in the Article entitled, "Terms of Agreement – Reopening."
3. 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 this 19th day of December, 2008.

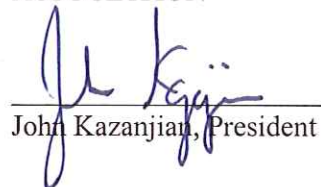
FOR THE TOWN OF JUPITER


Andrew D. Lukasik, Town Manger


Karen J. Golonka, Mayor


Sally M. Boylan, CMC Village Clerk

FOR THE POLICE BENEVOLENT
ASSOCIATION


John Kazanjian, President