

**MEMORANDUM OF UNDERSTANDING
WITH REGARD TO THE ANNUAL SHIFT BID FOR LIEUTENANTS
OF THE TOWN OF JUPITER POLICE DEPARTMENT
WITHIN THE BARGAINING UNIT COVERED UNDER
PERC CERTIFICATION #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 Article 11, SENIORITY of the Parties' Collective Bargaining Agreements shall be modified as follows:

The Town and the PBA agree:

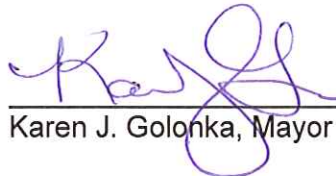
1. Subsection 6 will constitute the following changes: An annual shift bid shall be held during the first two weeks of ~~February~~ January, allowing lieutenants assigned to the Road Patrol ~~Division~~ Bureau to select their shift preference in order of seniority, and shall become effective on the first day of the 28 day cycle that commences on or after March 1 each year.
2. 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 30th day of January, 2009.

FOR THE TOWN OF JUPITER

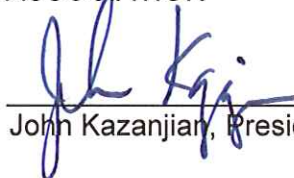


Andrew D. Lukasik, Town Manger



Karen J. Golonka, Mayor

FOR THE TOWN OF JUPITER
POLICE BENEVOLENT
ASSOCIATION



John Kazanjian, President