

**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**

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, Article 28, Assignment Pay, of the Collective Bargaining Agreements shall be modified only as follows:

Section 28.2: If a Detective, Officer First Class, or Master Patrolman is promoted to the rank of Sergeant, his/her incentive pay percentage will be calculated into his/her hourly wage. The separate 5% increase for a promotion to Sergeant will then be added over and above the incentive pay into his/her hourly wage.

The Town and the PBA agree further:

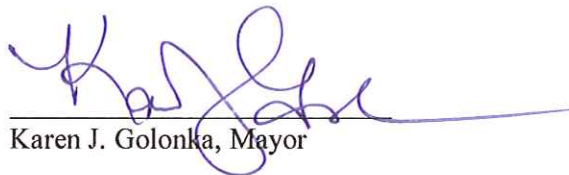
1. That all other provisions of the Collective Bargaining Agreement not specified in this Memorandum of Understanding shall remain in full force and effect as provided in the Article entitled, "Terms of Agreement – Reopening."
2. That the parties have full legal authority to enter into this Memorandum of Understanding.

IN WITNESS THEREOF, the parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on this 20th day of January, 2009.

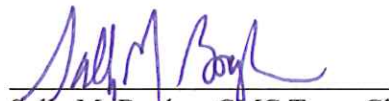
FOR THE TOWN OF JUPITER



Andrew D. Lukasik, Town Manger

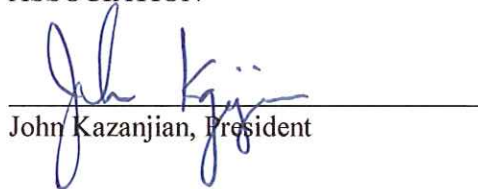


Karen J. Golonka, Mayor



Sally M. Boylan, CMC Town Clerk

FOR THE POLICE BENEVOLENT
ASSOCIATION



John Kazanjian, President