

MEMORANDUM OF UNDERSTANDING
WITH REGARD TO ALL FULL-TIME SWORN CORRECTIONS OFFICERS
EMPLOYED BY THE PALM BEACH COUNTY SHERIFF'S OFFICE WITHIN
PERC BARGAINING UNIT CERTIFICATIONS #1486 AND #1487

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 the following amendments to the current Corrections Collective Bargaining Agreement shall be made as follows:

1. Article 18, Section 2. shall be revised as follows:

Deputy Sheriffs and Sergeants in the following specialty assignments shall receive a five percent (5%) assignment payment calculated in accordance with current pay grade and step, upon entering service in these assignments:

CERT (Full Time Members)

Trainers (Training Division)

Breathalyzer Operator (West County Detention Center)

Investigator

Alternative Custody

K-9

2. The following language shall be added as an amendment:

CARE AND MAINTENANCE OF CANINES

1. Effective January 2009, canine handlers shall receive a pay supplement of three hundred dollars (\$300) per pay period as compensation for care and maintenance of their assigned canines.
2. The compensation provided for in this Article shall continue as long as the member is responsible for caring and maintaining a Sheriff's Office working police canine.
3. When a Sheriff's Office service canine has reached the end of its career as established by Sheriff's Office policy including verification by the Sheriff's Office veterinarian that the service canine can no longer

perform as a service canine for the Sheriff's Office and is slated for replacement, the animal shall be reclassified as "retired."

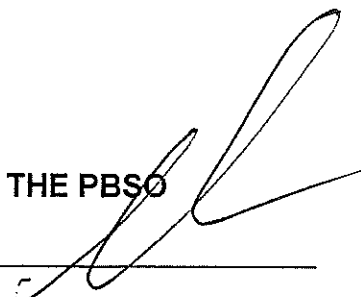
4. In recognition for the service provided by PBSO canines, the Sheriff shall provide the following retirement benefits:
 - A. The handling officer may be authorized to purchase the retired animal for \$1, and shall continue to provide a stable, secure home for the animal's remaining life, if pursuant to Sheriff's Office policy the service canine is determined to no longer be capable of performing Sheriff's Office canine services.
 - B. The canine shall continue to receive one welfare veterinary check up annually.
 - C. The canine shall continue to receive yearly issued medications.
 - D. The canine shall continue to receive monthly food allotments.
 - E. When the canine expires, the Sheriff shall provide for the cremation of the animal.
5. Any additional veterinary, medications or dietary needs will be the sole responsibility of the officer.
6. The benefits provided for in this Article to the PBSO service canine shall continue for the life of the canine, and as long as the handler of the canine is still employed by PBSO.
7. The benefits provided for in this Article to the PBSO service canine shall continue for the life of the canine, and as long as the handler of the canine is still employed by PBSO

PBSO and the PBA agree further:

1. That the agreed upon modification to the aforementioned Article 18 shall appear in said Article, substituting for and replacing entirely the subsection modified hereby,
2. That this Memorandum of Understanding shall be effective from the date of execution through and including September 30, 2009; and,
3. That the Parties represent that they 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 PBSO



Ric Bradshaw, Sheriff



Colonel Joseph Bradshaw

FOR THE PBA



John Kazanjian, President



Gary Lippman, General Counsel