

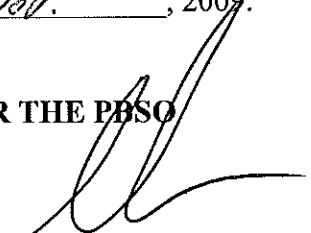
MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL FULL TIME SWORN PERSONNEL EMPLOYED BY THE PALM BEACH COUNTY SHERIFF'S OFFICE REPRESENTED BY THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. WITHIN BARGAINING UNITS CERTIFIED BY THE PERC NUMBERS 1416, 1417, 1486, 1487 and 1503

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 as follows:

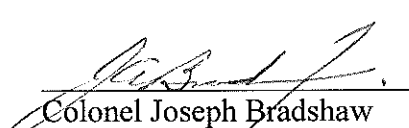
1. All bargaining members within the above listed bargaining units may, upon their written request and the Sheriff's discretion/ approval, use their own accrued vacation or compensatory time to satisfy any disciplinary suspension days received.
2. This Memorandum of Understanding shall be effective from its execution through and including September 30, 2012.
3. 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 10th day of Nov., 2009.

FOR THE PBSO



Ric Bradshaw, Sheriff



Colonel Joseph Bradshaw

FOR THE PBA



John Kazanjian, President



Lawrence Pagan, Legal Counsel