

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY OF WEST PALM BEACH
AND
THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION**

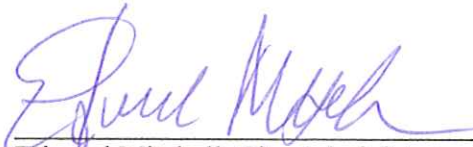
THE CITY OF WEST PALM BEACH, FLORIDA (hereinafter, the "CITY") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter, the "PBA") agree to the following Memorandum of Understanding ("MOU") regarding the probationary period for a Crime Scene Investigator (hereinafter, "Crime Scene Investigator" or "CSI").


The position of Crime Scene Investigator is one that is technical in nature and therefore the probationary period for a new Crime Scene Investigator will be twelve (12) months in duration ("probation"). If in the opinion of the Crime Scene Supervisor, a Crime Scene Investigator has not achieved the level of competency needed to fulfill the responsibilities of the position by the end of probation, probation may, in the CITY's sole discretion, be extended by the CITY for up to ninety (90) calendar days. If probation is extended, 30 days prior to the conclusion of probation, the City shall set forth and provide to the subject employee, in a written performance improvement plan, the specific deficiencies which must be corrected in order for the probationary CSI to be re-considered for regular status. Any conflicting provision in the current collective bargaining agreement regarding probationary employees or probationary status is hereby superseded by the MOU herein as applied to CSIs.

The Parties hereto represent that they have full legal authority to enter into this Memorandum of Understanding at that the foregoing constitutes the entire MOU.

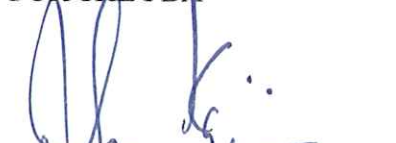
IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the 7TH day of November 2008.

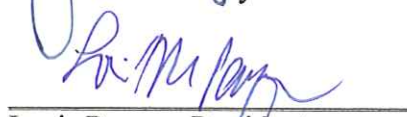
FOR THE CITY


Edward Mitchell, City Administrator


Rich Samolewicz, Employee Relations Mgr

FOR THE PBA


John Kazanjian, President
Palm Beach County PBA


Louis Penque, President
West Palm Beach PBA

CITY ATTORNEY'S OFFICE

Approved as to form and legal sufficiency

By: _____
Date: 3rd 11/6/08