

MEMORANDUM OF UNDERSTANDING

PENSION CONTRIBUTIONS

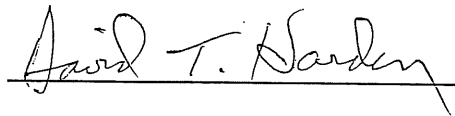
The City of Delray Beach, Florida and The Palm Beach County Police Benevolent Association, PBA, agree as follows:

Effective on the first payroll period after ratification, all police officers and sergeants covered under the PBA Collective Bargaining Agreement will pay an additional 3% of pay toward Pension contributions. This will remain in effect through September 30, 2013.

Dated this 19th day of September, 2011

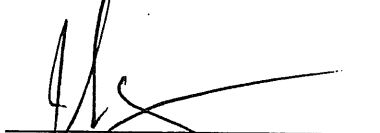
AGREED:

City of Delray Beach



David T. Harden, City Manager

Palm Beach County Police Benevolent Association, PBA



By: John Kazanjian, President