

**MEMORANDUM OF UNDERSTANDING WITH REGARD TO ALL
FULL-TIME PERSONNEL EMPLOYED BY THE PALM BEACH COUNTY
SHERIFF'S OFFICE REPRESENTED BY THE PALM BEACH COUNTY
POLICE BENEVOLENT ASSOCIATION, INC. WITHIN PERC BARGAINING
UNITS NUMBERED 1416, 1417, 1486, 1487, 1503 and 1768**

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 full-time active employees, as of December 1, 2012, shall receive a one-time pay supplement of seven hundred and fifty dollars (\$750.00). For purposes of this pay supplement only, "full-time active employees" shall include those employees on administrative leave with pay, FMLA leave, or military leave.
2. This one-time pay supplement shall be paid to eligible employees as provided above on December 14, 2012. Notwithstanding, for employees on military leave, this supplement shall be paid upon reinstatement or reemployment with the Palm Beach County Sheriff's Office.

PBSO AND THE PBA AGREE FURTHER:

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 day of Nov. 9th, 2012.

FOR THE PBSO



Ric Bradshaw, Sheriff

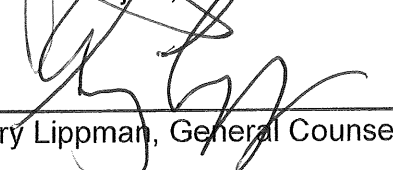


Colonel Joseph Bradshaw

FOR THE PBA



John Kazanjian, President



Gary Lippman, General Counsel