

**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. Effective January 1, 2014, bargaining unit members shall receive a cost of living adjustment (COLA) of two percent (2%).
2. Effective January 1, 2015, bargaining unit members shall receive a cost of living adjustment (COLA) of three percent (3%).
3. The salary plan for 2014 and 2015 as set forth in Article 29-Section 2 of the LE and Corrections CBA, and the PBSO pay plan applicable to civilian bargaining unit members, will be adjusted in accordance with this MOU.

PBSO AND THE PBA AGREE FURTHER:

4. 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 13 day of August, 2013.

FOR THE PBSO



Ric Bradshaw, Sheriff



Colonel Joseph Bradshaw

FOR THE PBA



John Kazanjian, President



Gary Lippman, General Counsel