

**MEMORANDUM OF UNDERSTANDING WITH REGARD TO  
ALL FULL-TIME PERSONNEL EMPLOYED BY THE MARTIN  
COUNTY SHERIFF'S OFFICE REPRESENTED BY THE  
PALM BEACH COUNTY POLICE BENEVOLENT  
ASSOCIATION, INC. WITHIN PERC BARGAINING UNITS  
NUMBERED 1441 AND 1442**

**THE SHERIFF OF MARTIN COUNTY, FLORIDA** (hereinafter referred to as "MCSO") and the **PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC.** (hereinafter referred to as "PBA") agree as follows:

1. Article 30 (WAGES), Section 7, of the Collective Bargaining Agreement shall be amended as indicated by the stricken and underscored language appearing below:

Section 7.

A bargaining unit member who is assigned full-time to the Aviation Unit as an active pilot for MCSO and continues to hold the appropriate FAA licensing and qualified flight requirements of MCSO shall receive flight pilot compensation ~~in the amount of \$1,000 per month.~~ The amount of flight pilot compensation shall range from \$1,000 to \$1,500 per month and shall be based upon a review of the following aviation-required considerations:

1. Licenses;
2. Certifications;
3. Flight hours;
4. Experience; and,
5. Education.

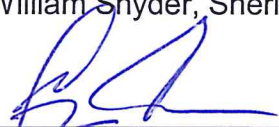
**MCSO AND THE PBA AGREE FURTHER:**

2. That this Memorandum of Understanding shall be effective from the date of its execution by the Parties; and
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 6<sup>th</sup> day of April, 2015.


**FOR THE MCSO**

  
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William Snyder, Sheriff

  
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Glenn R. Theobald,  
Sheriff's Legal Affairs  
& Chief of Staff

**FOR THE PBA**

  
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John Kazanjian, President

  
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Gary Lippman, General Counsel