

**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, and 1503**

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. Article 32 (Promotions), Section 7 of the Law Enforcement Collective Bargaining Agreement is amended as follows:

Section 7.

A. Examination Provisions

1. The Sheriff agrees to use only job related promotional examinations.
2. The law enforcement Sergeant's and Lieutenant's examinations will consist of a written test and an assessment process.
3. The PBSO will conduct a promotional process orientation.

B. Selection Process

Successful candidates will be ranked on the Eligibility List for law enforcement Sergeant and law enforcement Lieutenant based on their scores in the written examination, assessment, and seniority and education as follows:

Written Exam - <u>Minimum score of seventy (70)</u>	40% 36%
Assessment Process	30% 56%
Seniority with PBSO and Education*	40 8%
Past performance with PBSO**	20%

*Candidates shall receive one-half (1/2) point for each completed year of PBSO service in their current law enforcement rank for a maximum of ten (10) years or five (5) seniority points. Education points will be credited as follows:

Law Enforcement Sergeant

Associates Degree or equivalent (60 college credit hours)	1 point
Bachelors Degree	2 points
Masters Degree	2 points

Law Enforcement Lieutenant

Bachelors Degree	2 points
Masters Degree	3 1 points

~~**Past Performance with PBSO shall consist of a written submission of accomplishments and an Oral Interview Board.~~

2. Article 32 (Promotions) Section 7 of the Corrections Collective Bargaining Agreement is amended as follows:

Section 7.

A. Examination Provisions

1. The Sheriff agrees to use only job related promotional examinations.
2. The Corrections Sergeant's and Lieutenant's examinations will consist of a written test and an assessment process.
3. The PBSO will conduct a promotional process orientation.

B. Selection Process

Successful candidates will be ranked on the Eligibility List for Corrections Sergeant and Corrections Lieutenant based on their scores in the written examination, assessment, and seniority and education as follows:

Written Exam - <u>Minimum score of seventy (70)</u>	40%	36%
Assessment Process	30%	56%
Seniority with PBSO and Education*	10	8%
Past performance with PBSO**		20%

*Candidates shall receive one-half (1/2) point for each completed year of PBSO service in their current Corrections rank for a maximum of ten (10) years or five (5) seniority points. Education points will be credited as follows:

Corrections Sergeant

Associates Degree or equivalent (60 college credit hours)	1 point
Bachelors Degree	2 points
Masters Degree	2 points

Corrections Lieutenant

Bachelors Degree	2 points
Masters Degree	3 1 points

~~**Past Performance with PBSO shall consist of a written submission of accomplishments and an Oral Interview Board.~~

3. There shall be added a Section 12 to Article 32 (Promotions) of the Law Enforcement and Corrections Collective Bargaining Agreements as follows:

Section 12.


The service requirement set forth in sections 7, 9, and 10 of this Article shall mean PBSO years of service, unless otherwise provided for in a Law Enforcement Service Agreement.

PBSO AND THE PBA AGREE FURTHER:

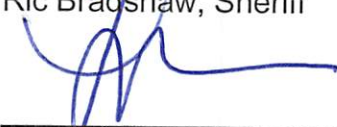
4. The Parties have full legal authority to enter into this Memorandum of Understanding.
5. This Memorandum of Understanding shall be effective from its execution through and including September 30, 2018.

IN WITNESS THEREOF, the Parties have caused this Memorandum of Understanding to be signed by their duly authorized representatives on the 16th day of MAY, 2016.

FOR THE PBSO



Ric Bradshaw, Sheriff

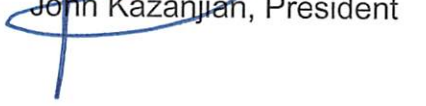


Lisa H. Rubin, Agency Attorney

FOR THE PBA



John Kazanjian, President



PBA General Counsel