

**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. Article 34 (Alternate Duty Assignments), Section 2 of the Corrections Collective Bargaining Agreement is amended as follows:

The period of temporary alternate employment is determined as follows: For non-work related illness/injury until the unit member reaches MMI or six (6) calendar months, exclusive of any FMLA leave (i.e., no duty status), from the date of injury/illness, whichever comes first, however, the Sheriff may authorize an extension of the 6 month period.

The bargaining unit member must submit medical documentation supporting the extension request to Risk Management's Family/Medical Administrator. PBSO retains the right to request a second (2nd) opinion at PBSO expense. Should the second (2nd) opinion differ from the original request, PBSO can, at its expense, require the member to obtain a third (3rd) opinion.

2. Article 34 (Alternate Duty Assignments), Section 2, of the Law Enforcement Collective Bargaining Agreement and Article 30 (Alternate Duty Assignments), Section 2, of the Civilian Collective Bargaining Agreement are amended for consistency with the Corrections CBA as follows:

The period of temporary alternate employment is determined as follows: For non-work related illness/injury until the unit member reaches MMI or six (6) calendar months, exclusive of any FMLA leave (i.e., no duty status), from the date of injury/illness, whichever comes first, however, the Sheriff may authorize an extension of the 6 month period.

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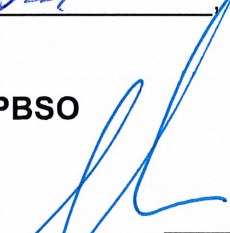
expense, require the member to obtain a third (3rd) opinion.


**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 11<sup>th</sup> day of April, 2014.

**FOR THE PBSO**

  
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Ric Bradshaw, Sheriff

  
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Colonel Joseph Bradshaw

**FOR THE PBA**

  
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John Kazanjian, President

  
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Gary Lippman, General Counsel