

MEMORANDUM OF UNDERSTANDING

M.O.U. Number: (03.03.20-02)

Contract Article: N/A – Impact Bargaining

Contract End Date: 9.30.21

Effective Date: Upon Ratification

Upon ratification, this bargaining unit agrees to the changes in the existing Town of Jupiter drug testing policy, particularly the requirement to participate in the Town's random testing program. A copy of the new Drug-Free Workplace Policy accompanies this MOU for reference only.

Management Team Members:

Date of Signatures:

Robert Carlo
Chief

4/21/20

[Signature]
Town Manager

4/21/20

PBA Members:

Date of Signatures:

[Signature]
John Kazanjian, President

4.21.20

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Management Team Members:

Robert Garlo
Chief

[Signature]
Town Manager

Date of Signatures:

4/21/20

4/21/20

PBA Members:

John Kazanjian
John Kazanjian, President

Date of Signatures:

4.21.20

Town of Jupiter Island
PSOs/Corporals

TA'd 03/03/2020
____ Union
____ Town