

**MEMORANDUM OF UNDERSTANDING WITH REGARD
TO ALL FULL-TIME LAW ENFORCEMENT OFFICERS IN
THE RANKS OF DEPUTY, DETECTIVE, SERGEANT AND
DETECTIVE SERGEANT 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 PERTAINING TO ARTICLE 5
– PROBATIONARY PERIOD.**

THE MARTIN COUNTY SHERIFF'S OFFICE (hereinafter "MCSO") and the PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. (hereinafter "PBA") (collectively "the Parties") agree the purpose of this Memorandum of Understanding ("MOU") is to:

Clarify the Probationary Period for new hires

Accordingly, the Collective Bargaining Agreement ("CBA") between the Parties is amended as follows:

ARTICLE 5

PROBATIONARY PERIOD

Section 1

The standard probationary period for all bargaining unit employees shall be twelve (12) months from the date of hire/re-hire or twelve (12) months from the date of promotion. The standard probationary period for all bargaining unit employees shall be six (6) months from the date of transfer. With respect to new hires, any time spent out of work attending CJSTC Basic Law Enforcement Academy or on modified duty for any reason, including a worker's compensation injury, shall ~~not count towards~~ ~~be deducted~~ ~~from~~ the twelve (12) months probationary period, thus extending probation.

Notwithstanding the above, the Parties understand and agree that:

- 1) That upon ratification of this MOU by the bargaining unit members and the Sheriff, through September 30, 2028, the probationary period for new hires will be extended for time spent in a Basic Law Enforcement Academy, or if on modified duty for any reason.
- 2) All other provisions of the CBAs between the Parties will remain unchanged, unless otherwise modified by Memorandum of Understanding (MOU).

IN WITNESS THEREOF, the Parties have caused this MOU to be signed by their duly authorized representatives on this 24 day of September, 2025.

FOR THE MCSO

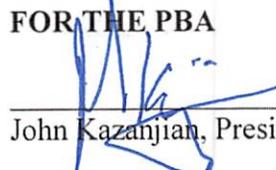


John M. Budensiek, Sheriff

9/22/25

Date

FOR THE PBA



John Kazanjian, President

9/24/25

Date