

**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 UNIT 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" ), jointly referred to as the Parties, agree as follows:

1. Article 28, Transfer and Shift Exchanges, Section 5, of the Law Enforcement and Corrections Collective Bargaining Agreements shall be amended identically as indicated by the added language appearing below:

When a vacant allocation in a specialty unit occurs as defined in Article 19 "Assignment Pay," for deputies, sergeants and lieutenants such vacancies shall be posted electronically at least ten (10) business days in advance of the interviews for such vacancies. The 'Oral Interview Board' phase of the selection process for such specialty unit assignments shall be as follows: The Specialty Unit Commander and/or his/her designee shall interview the candidate(s) and make a selection recommendation to the Sheriff, except that, at his discretion, the Sheriff may elect to interview candidates for Section, Unit for Division Commander and make that selection directly. An eligibility list shall be established which will remain in effect for one (1) year; however, if the eligibility lists results in only one (1) qualified candidate, the Specialty Unit Commander and/or his designee may repost the vacancy to expand the selection pool. After filling a vacancy from an eligibility list, the commander may exercise an option to let the remainder of the list expire and/or sunset the list and repost any future vacant positions.

When a member is selected for a specialty unit, he or she shall be transferred to that unit within sixty (60) calendar days.

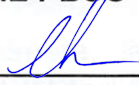
When a member is selected for transfer, he or she shall be transferred to that unit within ninety (90) calendar days.

**PBSO AND THE PBA AGREE FURTHER:**

2. The Parties have full legal authority to enter into the Memorandum of Understanding.
3. This Memorandum of Understanding shall be effective on and upon execution by both parties.

IN WITNESS THEREOF, THE Parties have caused the Memorandum of Understanding to be signed by their authorized representative on the 13 day of April, 2026.

FOR THE PBSO

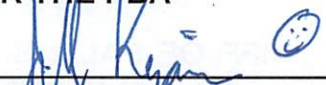
  
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Ric L. Bradshaw, Sheriff

  
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Catherine Kozol, Agency Attorney

FOR THE PBA

  
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John Kazanjian, President