

**MEMORANDUM OF UNDERSTANDING WITH REGARD
TO ALL FULL-TIME PERSONNEL EMPLOYED BY THE
MARTIN COUNTY SHERIFF'S OFFICE REPRESENTED
BY THE PALM BEACH COUNTY POLICE BENEVOLENT
ASSOCIATION, INC., WITHIN PERC BARGAINING
UNIT NUMBERED 2056**

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:

- 1) Article 27, WAGES, of the Civilian Collective Bargaining Agreement shall be amended to add the language appearing below:

Section 7:

Newly hired Dispatch personnel with prior United States state, local or federal sworn law enforcement experience will be compensated commensurate with their prior Dispatch experience as follows:

- New Hires with 1 – 4 years of prior dispatch experience shall be compensated at Step 2 on Exhibit 3.
- New Hires with 5 or more years of prior dispatch experience shall be compensated at Step 3 on Exhibit 3.

The compensation structure delineated in Section 7 will be applied to Dispatch personnel with the aforementioned prior experience hired since October 1, 2025; however, there will be no backpay in conjunction with this provision.

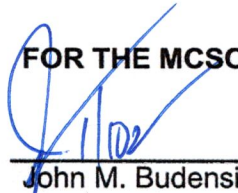
MCSO AND THE PBA AGREE FURTHER:

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

IN WITNESS THEREOF, the Parties have caused this MOU to be signed by their duly authorized

representatives on this day of 2026.

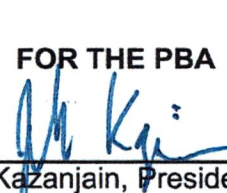
FOR THE MCSO



John M. Budensiek, Sheriff
4/30/26

Date

FOR THE PBA



John Kazanjain, President
4/01/26

Date