

MEMORANDUM OF UNDERSTANDING

City of Miami and IAFF, Local 587

Grievance No. 08-17

This Memorandum of Understanding is entered into this 11th day of June, 2009, between the City of Miami ("City") and the International Association of Fire Fighters, AFL-CIO, Local 587 ("Local 587") (jointly, "the Parties"), in settlement of Grievance No. 08-17.

WHEREAS, Local 587 and Firefighter Jorge Gonzalez filed Grievance No. 08-17 alleging that Gonzalez should have been permitted to sit for the Fire Lieutenant promotional examination administered on July 21, 2008; and

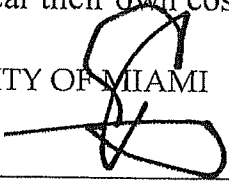
WHEREAS, the City denied the Grievance on the basis, among others, that Gonzalez was not eligible to sit because he was not a state-certified paramedic as of June 23, 2008, the date by which he was required to be so certified for eligibility; and

WHEREAS, the Parties wish to resolve this Grievance to avoid the burdens and uncertainties of arbitration.

NOW, THEREFORE, intending to be bound and without setting precedent except as expressly set forth herein, the Parties agree as follows:

1. The City will deem candidates for the lieutenant's examination to have complied with Article 10's certification requirement if they are issued a valid paramedic license by the state of Florida. The Parties agree that, as of the date of this Memorandum of Understanding, a Florida temporary paramedic license is valid.
2. Local 587 and Gonzalez will withdraw Grievance 08-17 with prejudice.
3. Local 587 will bear all cancellation fees and the parties will otherwise bear their own costs.

CITY OF MIAMI

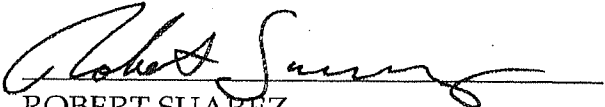


PEDRO G. HERNANDEZ
City Manager

Date: _____

6/9/09

LOCAL 587



ROBERT SUAREZ
President

Date: _____

6/11/09