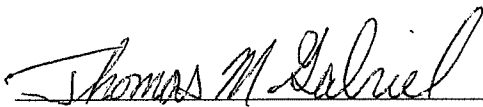


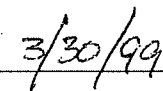
MEMORANDUM OF UNDERSTANDING
I.A.F.F. GRIEVANCE # 16-98
FAILURE TO FILL OPEN BID PROCEDURES

The City of Miami and the International Association of Fire Fighters, Local 587, have agreed to the following provisions in settlement of I.A.F.F. Grievance # 16-98:

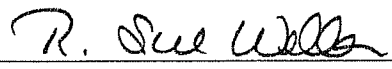
1. It is agreed that the Fire-Rescue Department will advertise the ten currently open positions on the Training Shift, prior to March 26, 1999.
2. It is further agreed that those training shift positions not bid for will be left vacant until:
 - a) The position(s) is/are filled by an individual requesting assignment through the bid process; or
 - b) The position(s) is/are filled by drafting the least senior member from the first recruit class to obtain permanent status.



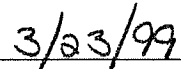
Tom Gabriel, I.A.F.F. President, Local 587



Date



R. Sue Weller, Labor Relations Officer



Date