

SETTLEMENT AGREEMENT
BETWEEN THE CITY OF MIAMI
&
IAFF, LOCAL 587
Grievance 09-04

THIS SETTLEMENT AGREEMENT is entered into by and between the City of Miami, Florida ("City") and International Association of Firefighters, AFL-CIO, Local 587 ("Local 587") (jointly "Parties").

WHEREAS, a dispute arose between the Parties regarding Local 587 bargaining unit members' promotional probation pay, and Local 587 filed a grievance (Grievance No. 09-04);

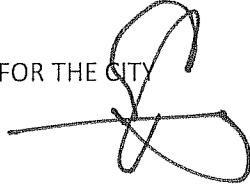
WHEREAS, the Parties wish to amicably resolve this grievance;

NOWTHEREFORE, the City agrees to administer Local 587 bargaining unit members' salary schedule set forth in Article 18, specifically the promotional pay shall be calculated in the following manner:

1. Remove all supplemental pay from current salary including assignment and certifications pays, leaving the member at base pay for their rank and years of service within a 96hr work week schedule.
2. Place the member in the next promotional rank at the step corresponding to their current years of service, with a 5% deduction for "probationary promotional status".
3. All applicable assignment and certification pays in this new assignment shall be added to base salary in accordance with Article 18 of the CBA.
4. At the one year anniversary date of the effective date of the member's promotion, member shall be given a onetime (approximately) 5% promotional anniversary increase independent of their hire date anniversary. This shall ensure the member's final promotional step is equal to their years of service in the department.
5. The Promotional anniversary increase shall continue to be independent of hire date anniversaries.

FURTHER, the Parties agree to meet immediately should any disputes arise out of any interpretation of this Settlement Agreement.

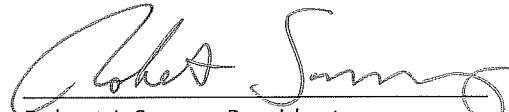
FOR THE CITY



Pedro G. Hernandez, P.E.
City Manager

9/17/09

FOR THE UNION



Robert J. Suarez, President
IAFF, Local 587

9/17/09