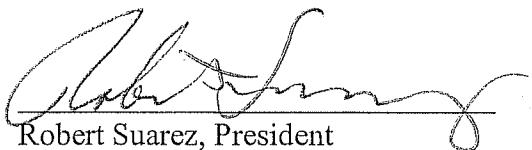


**MEMORANDUM OF UNDERSTANDING**  
**IAFF CLASS ACTION GRIEVANCE #05-01**

1. This settlement is between the Miami Association of Fire Fighters – IAFF Local 587 (“Union”) and the City of Miami (“City”) and shall be a complete and full settlement of grievance #05-01.
2. The parties agree that the current efforts by the city to re-staff the SWAT Medic team has resolved the major issues involved in this grievance
3. The parties agree that the SWAT Medic Assignment Policy will be adhered to in the future.



Robert Suarez, President  
IAFF Local 587

5/4/07  
Date



Rosalie Mark, Director  
City of Miami – Labor Relations

5/7/07  
Date

Pedro Hernandez, City Manager  
City of Miami

5/11/07  
Date