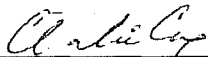


MEMORANDUM OF UNDERSTANDING
WITH
AFSCME, LOCAL 1907

Transfer of Leave Balances

In recognition of the recent Ordinance amendment (Section 40-266) allowing for the transfer of leave balances and to provide those employees who may elect to retire prior to December 31, 2001 the opportunity to take advantage of the Leave Balance Transfer program, the City of Miami, and the General Employees – AFSCME, Local 1907, agree to the following:

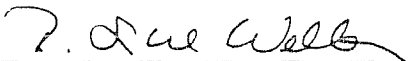
- 1) During the implementation of the Leave Balance Transfer program, employees retiring between September 25, 2001 and December 31, 2001, may elect to transfer their leave time without being subject to the lump sum payment for failing to make a timely election as specified by Ordinance (Section 40-266).
- 2) Any employees retiring on or after January 1, 2002, shall be required to make the transfer election no later than the calendar year prior to the year in which the employee plans to retire, as specified by Ordinance (Section 40-266).



Charlie Cox, President, AFSCME, Local 1907

10/31/01

Date



R. Sue Weller, Labor Relations Officer

10/31/01

Date