

MEMORANDUM OF UNDERSTANDING

AFSCME, LOCAL 1907

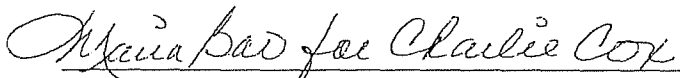
SENIORITY – COMMUNICATIONS UNIT

MIAMI POLICE DEPARTMENT

The City of Miami and AFSCME, Local 1907 hereby agree to the following pertaining to seniority and the bid process in the Miami Police Department's Communication Unit:

- 1) Seniority in the Miami Police Department's Communications Unit shall be defined as the date of hire into the job classification of Communications Operator or Communications Assistant.
- 2) Communications Operators shall bid on shift assignments and days off based on their date of hire into the job classification of Communications Operator. Any leave of absence without pay will adjust the employee's date of hire and seniority with the City of Miami and in the job classification of Communications Operator accordingly. Any change in job classification will adjust seniority in the job classification of Communications Operator.
- 3) Communications Assistants shall bid on shift assignments and days off based on their date of hire into the job classification of Communications Assistant. Any leave of absence without pay or change in classification will adjust the employee's date of hire and seniority with the City of Miami and in the job classification of Communications Assistant accordingly. Any change in job classification, other than Communications Operator, will adjust seniority in the job classification of Communications Assistant.
- 4) The bidding procedures will occur once every October with an effective date of January 1<sup>st</sup> of each year.

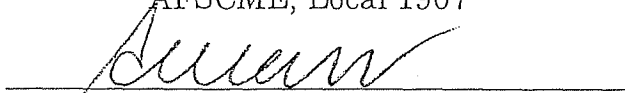
The parties to this Memorandum of Understanding hereby enter into this agreement in full and complete understanding and acceptance of the provisions of this Memorandum of Understanding.



Charlie Cox, President  
AFSCME, Local 1907

11/30/2005

Date



Rosalie Mark, Director  
Department of Employee Relations

11/30/2005

Date