

MEMORANDUM OF UNDERSTANDING

Between the City of Miami, Florida
&
Fraternal Order of Police
Walter E. Headley, Jr., Miami Lodge 20

This Memorandum of Understanding ("MOU") is entered into this 20 day of January, 2010 between the City of Miami, Florida ("City") and the Fraternal Order of Police, Miami Lodge 20 ("FOP") (jointly "the Parties") to modify the 2007-2010 collective bargaining agreement ("CBA") and September 26, 2009 MOU assisting with the 2010 Fiscal Year Budget.

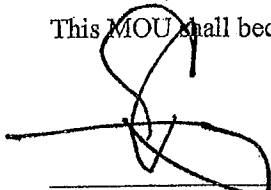
WHEREAS, Article 22 of the CBA provides for uniforms/clothing allowance; and

WHEREAS, on September 26, 2009 the Parties agreed that effective October 1, 2009, for Fiscal Year 2009-2010 uniforms, leather, and accessories as specified in Article 22.1 shall NOT be issued; and

WHEREAS, it has come to the attention of the Parties that detention officers and public service aides have identical uniforms which potentially endangers the safety and welfare of said employees;

NOWHEREFORE, as it pertains to the ten detention officers employed by the City and notwithstanding the September 26, 2009 MOU, the Parties agree that the City shall, upon ratification of this MOU by the Parties, issue to each of the ten detention officers five (5) dark-blue short-sleeved shirts and one (1) long-sleeved dark-blue shirt¹. After being issued the initial set of shirts as described in this paragraph, detention officers shall be entitled to uniform replacements as specified in Article 22.3 of the CBA.

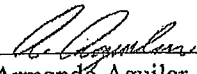
This MOU shall become effective upon ratification by the Parties.



Pedro G. Hernandez, P.E.
City Manager, City of Miami

2/2/10

Date



Armando Aguilar, President
FOP, Lodge 20

1/20/10

Date

¹ The fiscal impact to the City is \$35.49 per short-sleeved shirt and \$39.01 per long-sleeved shirt for a total cost of \$2,164.60 for ten employees.