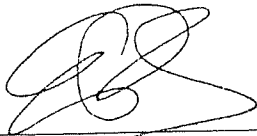


Memorandum of Understanding

1/13/03

The City and the Union agree to use the existing 52-hour selection procedures with the following changes:

1. Currently held 52-hour bid positions for the remainder of 2002 and all of 2003 will remain the same unless there is a reduction in 52-hr positions or the member gives up the 52-hr position.
2. Effective upon signing of this agreement, when 52-hour bid positions are reduced, the least seniority on the Fire Department within the effected rank (Firefighter, Lieutenant, Captain, Chief) will be used to determine which employees lose the 52-hour workweek.
3. Effective upon the signing of this agreement, the highest seniority on the Fire Department within the effected rank will be used to determine what employees receive any new or open 52-hour positions.
4. All 52 hour bid positions will sunset and be re-bid every year beginning calendar year 2004 and shall be awarded using the most seniority on the Fire Department within the effected rank.

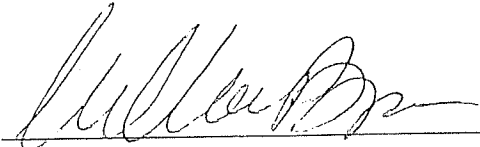


Edward Pidermann, President

Local 587

1/13/03

Date



William Bryson, Fire Chief

City of Miami

1/13/03

Date