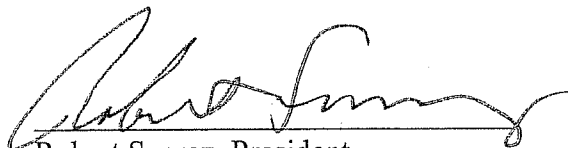


MEMORANDUM OF UNDERSTANDING  
IAFF CLASS ACTION GRIEVANCE #05-03

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 #05-03.
2. The parties agree that any future changes to any portion of the plan design and/or any plan benefit, including changes to the prescription drug formulary shall first be agreed to prior to implementation.
3. The City agrees to instruct CIGNA to cease from making any changes to the *Schedule of benefits* that the City and/or CIGNA publishes or uses for reference without first receiving the consent of both the City and the Union.
4. The parties further agree that progress has been made in compiling the benefit booklet components in electronic format and the parties will continue to work together to develop a new benefit booklet for the membership.



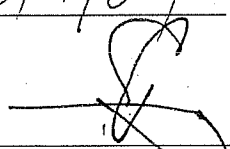
Robert Suarez, President  
IAFF Local 587

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