

MEMORANDUM OF UNDERSTANDING

IAFF, Local 587 IAFF Grievance #14-99 (partial settlement)

The City of Miami and the International Association of Firefighters, Local 587, hereby enter into this Memorandum of Understanding to settle IAFF Grievance #14-99 as it pertains to the Fire Captain's Exam in accordance with the following provisions.

It is agreed by the parties that as a result of this settlement, six (6) promotions will be made from the Eligible Register issued for the February 1999 Fire Captain examination. The six (6) promotions will be given to the six(6) individuals holding the top six scores on the eligible register.

The first promotion will be awarded to the top ranked score on the eligible register and will have the first effective date (vacancy) of 3/17/98. In that the top ranked score holder is in an executive administrative position in the Fire Department and is not filling an open vacancy in the bargaining unit, the second ranked score holder will be awarded the promotion with the same first effective date of 3/17/98. The third promotion will be awarded to the individual with the third highest score on the eligible register and will hold the second effective date (vacancy) of 9/15/98. In that the individual awarded the third promotion is in an executive administrative position and is not filling an open vacancy in the bargaining unit, the fourth, fifth, and sixth promotions will be awarded to the fourth, fifth, and sixth highest scores on the eligible register and will also hold the second effective date (vacancy) of 9/15/98. The parties further agree that the third and fourth effective dates (10/27/98 and 10/29/98, respectively) for promotion are abolished in accordance with these provisions.

For purposes of Department Seniority Ranking, the parties agree, using the arithmetic method of nominal weighting, that the order of candidates holding the second effective date will be as follows: Eligible Register Candidate #3, Eligible Register Candidate #5, Eligible Register Candidate #6, and Eligible Register Candidate #4, respectively.

It is understood and agreed by the parties that while the above provisions resolve the issues surrounding the Fire Captain's examination, the alleged violations surrounding the Chief Fire Officer's examination are still unresolved pending further settlement discussions. It is further

understood and agreed by both parties that the provisions agreed to in this settlement are applicable to this settlement only and is non-precedent setting.

The City of Miami and the International Association of Firefighters, Local 587, hereby agree to the above stated provisions in partial settlement of IAFF Grievance # 14-99.

Thomas M. Gabriel

Tom Gabriel, IAFF President

Date

6/10/99

R. Sue Weller

R. Sue Weller, Labor Relations Officer

Date

6/9/99