


MEMORANDUM OF UNDERSTANDING
INDIVIDUAL GRIEVANCE (IAFF 17-98)
CHARLES MCDERMOTT

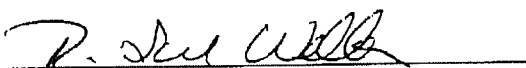
In an effort to resolve this grievance, the City of Miami, Charles McDermott, and IAFF, Local 587, hereby agree to the following provisions:

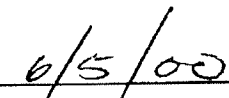
1. A total of up to eighteen field training instructor positions shall be established by the Fire Department to meet field-training needs. Openings for these assignments shall be advertised by official notice.
2. The Chief of Training shall make assignments to meet the field-training needs of the department. Any bargaining unit member who is a State Certified Fire Service Instructor, assigned by the Chief of Training to one of the field-training instructor positions will receive the State Certified Fire Service Instructor pay supplement of 1.5% as specified in Article 26 of the IAFF labor agreement.
3. Bargaining unit employees who are assigned to a designated field-training instructor position agree to teach a minimum of 80 hours of departmental classes per year. The 80 hours of departmental courses will be prescheduled annually and approved by the Chief of Training. If the minimum training hours are not met due to departmental scheduling problems or needs the field-training instructor assignment may continue if approved by the Chief of Training.
4. The Fire Chief and/or designee, at their sole discretion, may remove a bargaining unit member from an Instructor position at any time.

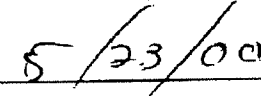
5. Bargaining unit members on the attached list will receive retroactive instructor pay of 1.5% from April 12, 1998 through August 14, 1999. The retroactive payment of the 1.5% shall be on the base pay of the position held by the employee during the time period indicated and shall not include overtime.
6. Bargaining unit members on the attached list who meet the *criteria* of this agreement will receive retroactive instructor pay of 1.5% from August 15, 1999 to the date of execution of this agreement. The retroactive payment of the 1.5% shall be on the base pay of the position held by the employee during the time period indicated and shall not include overtime.

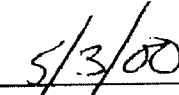

Tom Gabriel, IAFF President


Charles McDermott


R. Sue Weller, Labor Relations Officer


Date


Date


Date

Held Training Instructors

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SIGNED:

TOM GABRIEL, IAFF PRESIDENT 6/5/2000

CHARLES MCDERMOTT, 5/23/2000

R. SUE WELLER, LABOR RELATIONS OFFICER 5/3/2000