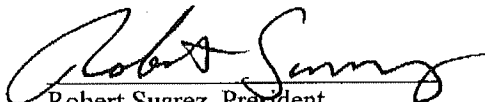


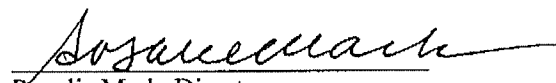
MEMORANDUM OF UNDERSTANDING

Clarifying Article 18 of the  
Collective Bargaining Agreements (2004-2007) (2007-2010)  
Degree Incentive

This Memorandum of Understanding is entered into this 26<sup>th</sup> day of October, 2007 between the City of Miami and International Association of Firefighters, Local 587 to clarify the language of Article 18 of the Collective Bargaining Agreements (2004-2007)(2007-2010) pertaining to the Degree Incentive.

1. "Upon ratification of this agreement" – means that the degree incentive pay is effective the first full pay period following ratification (June 24, 2007).
2. The college or university degree must be from an educational institution located in the United States and accredited by an agency recognized by the U.S. Department of Education.
3. If the college or university degree is not from the United States then foreign credentials have to be evaluated by a NACES approved evaluation firm or another accredited United States college or university for equivalency.
4. In order to be eligible to receive retroactive pay as outlined in number one (1) above, all Bargaining Unit Members presently holding educational degrees must submit all required educational documents no later than January 1, 2008.
  - (a) Bargaining unit members presently receiving State of Florida Supplement must submit the following to the Fire-Rescue Training Division: (1) a memorandum addressed to the Director of the Department of Employee Relations requesting the degree incentive and (2) the Firefighters Educational Incentive Pay Application form.
  - (b) Bargaining unit members that are NOT receiving the State of Florida Supplement must submit the following to the Fire-Rescue Training Division: (1) a memorandum addressed to the Director of the Department of Employee Relations requesting the degree incentive, (2) the Firefighters Educational Incentive Pay Application form, and (3) an official sealed college or university transcript.
5. Those Bargaining Unit Members who submit the required documents after January 1, 2008 will only be eligible to receive retroactive pay effective the first full pay period following the date the required documents (as outlined above) were submitted.

  
Robert Suarez, President  
IAFF, Local 587

  
Rosalie Mark, Director  
Department of Employee Relations