

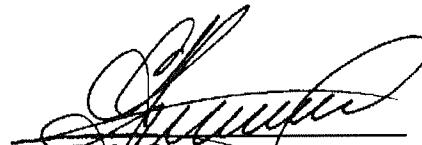
Memorandum of Understanding

The parties agree to the following:

1. The 3 new EMS Captains positions and 6 new Training Lieutenants positions shall be new TO positions for FY 1999-2000 and shall be promoted for accordingly.
2. These new positions shall have an effective date of October 1, 1999.



Thomas Gabriel, President
Miami Association of Firefighters



C. A. Gimenez
Department Director, Fire
City of Miami, Florida

10/21/99
Date

10/21/99
Date