


**Memorandum of Understanding**  
**Grievance ~~04-01~~**  
*01-04*

**Paid Administrative Leave For 12/26/03 & 01/02/04**

- 1) The City and the I.A.F.F Local 587 have agreed to resolve this grievance in the following manner:
- 2) All Local 587 bargaining unit members who did not receive the "16 hours Paid Administrative Leave" given by the City on 12/26/03 and 01/02/04 shall receive administrative leave as outlined below.
  - a) Those members assigned to a 40-hour workweek who were off on their own time during the Paid Administrative Leave period (I.e. vacation time, Sick time, Regular Day Off (RDO), etc...) shall receive 16 hours of administrative leave time.
  - b) Those members assigned to a 40-hour workweek that worked during the Paid Administrative Leave period shall receive 16 additional hours of administrative leave time.
  - c) All members assigned to a 48-hour or 52-hour workweek shall receive 20 hours of administrative leave time.
- 3) Administrative leave time as stated above shall be substituted when vacation time is scheduled in 2004. In the event that a member's vacation limits are exceeded due to the use of administrative leave in lieu of vacation time, then the Union and the City will meet to review the particular members time, and mutually agree to increase hour for hour the vacation limits stipulated in Article 23.8 of the Collective Bargaining Agreement (CBA) for the 2004 calendar. However in no case will a member be forced to use/schedule addition vacation time as a result of the substitution of administrative leave time for vacation time.
- 4) I.A.F.F Local 587 agrees to withdraw this grievance. IAFF Local 587 and the City agree that the granting of time as stipulated above is non-precedent setting.

  
Edward Pidermann, President  
Miami Association of Fire Fighters

4/21/04  
Date

  
Rosalie Mark, Director  
Employee Relations

4/21/04  
Date