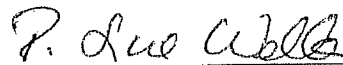


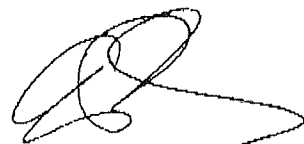
## RETROACTIVE PAY FOR PROMOTION

M.O.U. - Grievances 00-26, 00-30 & 01-02

1. The parties agree that this Memorandum of Understanding will settle Grievances #00-26, 00-30 & 01-02.
2. This agreement applies only to the classified positions of Fire Lieutenant, Fire Captain and Chief Fire Officer. It shall only apply to situations as specified within the collective bargaining agreement.
3. Retroactive pay calculation - the following formula shall be used to calculate the amount owed to Employees promoted retroactively:
  - A. The Collective Bargaining Agreement shall define the length of the retroactive period as specified in Article 10.
  - B. The retroactive amount shall be the difference between the base pay of the classified position held (at the 48 hour rate) and the base pay of the classified position (at the 48 hour rate) the employee is being promoted to, including EMT certification supplement or the total Paramedic certification supplements, and Revenue Incentive pay. All Acting Officer pay received during the retroactive pay period shall be deducted from the total.
  - C. Any annual lump sum payoffs for Compensatory Time and/or Sick time made during the retroactive pay period shall be paid to the employee at the new position rate as described in "B".
4. This definition of Retroactive Pay shall apply to all promotions with an effective date after this agreement is signed.
5. "Modified Retroactive Pay" limited to "C", at the pay rate specified in "B", shall apply to all promotions with an effective date after February 14, 1998 and prior to April 30, 2001.

  
 R. Sue Weller, Labor Rel. Officer  
 City of Miami  
 Labor Relations

9/24/01  
 Date

  
 Edward Pidermann, President  
 Miami Assn. of Fire Fighters  
 IAFF-Local 587

9/21/01  
 Date