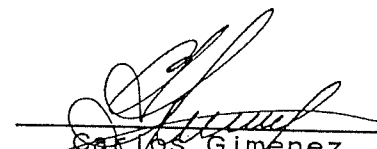


MEMORANDUM OF UNDERSTANDING  
CHANGE OF SHIFT STARTING TIME

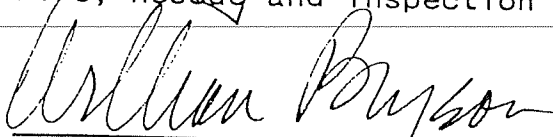
The City of Miami and the IAFF, Local 587 agree, effective Monday, July 19, 1993 to change shift starting/ending time for those employees working 24 hour tours from 0730 hours to 0700 hours.

The parties agree that the conversion to an 0700 starting/ending time shall not in anyway obligate the City to pay overtime or any other additional compensation.

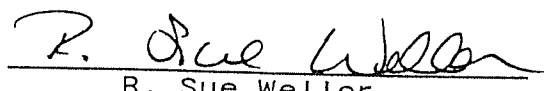
The Union agrees that it will not grieve any issue or support any grievance that relates to additional compensation or overtime pay involving this change in starting time.

  
\_\_\_\_\_  
Carlos Gimenez, Chief  
Fire, Rescue and Inspection

4/30/93  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
William Bryson, President  
IAFF, Local 587

4/30/93  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
R. Sue Weller  
Labor Relations Officer

4/30/93  
\_\_\_\_\_  
Date