

LETTER OF UNDERSTANDING
BETWEEN THE
ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION
CLERICAL UNIT
AND THE
CITY OF ANAHEIM

The Anaheim Municipal Employees Association (AMEA), Clerical Unit, and the City of Anaheim, after meeting and conferring, have reached an understanding on the wages, hours, and other terms and conditions of employment for employees assigned by management to work at the Fire Communications Center, as follows:

1. FIRE COMMUNICATIONS WORK SCHEDULE

ANAHEIM and AMEA agree that employees may be assigned to a Fire Communications alternate work schedule in order to reduce trips to and from work. Such an alternate work schedule shall not reduce service to the public.

ANAHEIM and the Anaheim Municipal Employees Association agree that the regular work schedule for employees assigned to the Fire Communications schedule by management shall be five (5) twelve (12) hour work days and two (2) ten hour work days in each bi-weekly pay period. The schedule shall be designed and implemented by management. A work period of seven consecutive calendar days shall be assigned to each employee assigned to the Fire Communications Twelve Plan. Each employee will be scheduled by management to work a regular work schedule of forty hours in each work period. Employees may submit a request to trade shifts within their seven consecutive calendar day work period. All shift trades shall be scheduled and taken in accordance with the best interests of ANAHEIM and shall not result in any overtime or Fair Labor Standards Act premium payment to either employee. Employees may be assigned to or from the Fire Communications Twelve Plan work schedule or from one work schedule to another only effective at the beginning of a bi-weekly pay period.

Employees who perform authorized work in excess of the regular work day or work week as defined in the Letter of Understanding and who are otherwise eligible for overtime pay shall be compensated for such work at the rate of one and one-half (1-1/2) times their regular hourly rate of pay.

The Fire Communications Twelve plan work schedule may be revoked at any time by either party upon written notice to the other party. Return to a work schedule of ten (10) eight (8) hour shifts each bi-weekly pay period will occur at the beginning of the first pay period after the notice of revocation has been received.

2. **APPOINTMENTS**

The provisions of Article 22 Appointments and Promotions are waived for appointments made on July 1, 1994.

3. **REASSIGNMENT SENIORITY**

For a period of ten (10) years from July 1, 1994 to June 18, 2004, the employees in the Fire Communications Center shall retain their City of Orange Fire Department seniority date or their City of Anaheim whichever is earlier for purposes of layoff and reassignment. During the same ten year period employees in the Fire Communications Center shall be considered a department for purposes of applying the provisions of Article 29, Reassignment, Layoff and Re-employment. Thereafter, the employees in the Fire Communications Center shall retain the City of Anaheim Fire Department seniority as their seniority date.

4. **MEET AND CONFER OPEN ISSUES**

ANAHEIM and AMEA agree to continue the meet and confer process concerning the following issues:

Appendix "A" Wages	
Article 17	Salary Relationships
Article 59	Certification Pay
Article 14	Compensation
Article 33	Bereavement Leave
Article 34	Holidays
Article 40	Vacation
Article 24	Probation

5. **MEMORANDUM OF UNDERSTANDING**

All remaining terms and conditions of employment shall be in accordance with the provisions of the Memorandum of Understanding between the Anaheim Municipal Employees Association, Clerical Employees and the City of Anaheim (October 8, 1993 through October 3, 1996)

STAFF OFFICIALS OF THE
CITY OF ANAHEIM, a Municipal
Corporation

By: David Hill

By: Rudy A. Weyland

By: _____

By: _____

Dated: 6/28/94

ANAHEIM MUNICIPAL EMPLOYEES
ASSOCIATION, Clerical Unit

By: [Signature] (Interim Only)

By: _____

By: _____

By: _____

Dated: 6/28/94