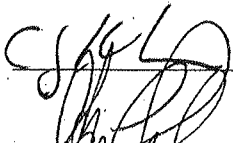
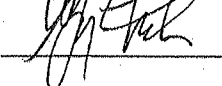


LETTER OF UNDERSTANDING
between the
ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION, GENERAL EMPLOYEES
and the
CITY OF ANAHEIM

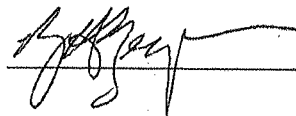
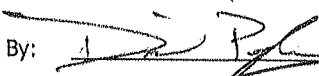

The Anaheim Municipal Employees Association (AMEA), General Employees, and the City of Anaheim (ANAHEIM) have met and conferred in good faith and reached an understanding on wages and other terms and conditions of employment for certain employees in classifications represented by the AMEA. The PARTIES agree that employees in the classification of Skilled Crafts Worker II who are employed at the Anaheim Convention Center shall be eligible for skill pay under the following terms and conditions:

1. Individuals employed by the Anaheim Convention Center in the Skilled Crafts Worker II classification shall be eligible for consideration for skill pay in accordance with the following provisions:
 - a. The employee is certified by ANAHEIM as possessing two or more journey-level skills and is demonstrating the requisite skills on regular and continuing basis in the following trades: carpentry, plumbing, locksmith, sign making, and welding.
 - b. Level I: Employees who possess two (2) or more of the journey-level skills identified above and who otherwise meet certification requirements as determined by ANAHEIM shall receive additional compensation consisting of five percent (5%) percent of base pay.
 - c. Level II: Employees who possess three (3) or more of the journey-level skills identified above, who otherwise meet certification requirements as determined by ANAHEIM and who have received Level I pay for at least one (1) year shall receive additional compensation consisting of ten percent (10%) of base pay.
 - d. Probationary employees are not eligible for skill pay.
2. ANAHEIM shall determine qualifications and standards for certification for skill pay, which may include minimum tenure requirements and basic building familiarity. ANAHEIM agrees to allow AMEA to review and comment on the proposed qualifications and standards prior to a final determination.
3. The effective date of the skill pay shall be the first day of the pay period following certification by ANAHEIM.

**STAFF OFFICIALS of the CITY of ANAHEIM, a
Municipal Corporation**

By: 
By: 
By: _____

**ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION,
General Employees**

By: 
By: 
By: 

Dated: 10-10-07