

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

The Anaheim Municipal Employees Association 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 the Nine Plan, as follows:

NINE PLAN

ANAHEIM and the Anaheim Municipal Employees Association agree that employees may be assigned to a Nine Plan 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 Nine Plan by management shall be eight (8) nine (9) hour work days and one (1) eight hour work day in each bi-weekly pay period. Such 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 Nine Plan. An employee will be scheduled by management to work a regular work schedule of forty hours in each work 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.

Employees who do not work on the holiday or day observed in lieu of the holiday as set forth in Article 35 of the Memorandum of Understanding shall be required to submit a vacation request for one (1) hour for each holiday not worked.

Employees eligible for bereavement leave as set forth in Article 34 of the Memorandum of Understanding shall be required to submit a vacation request for one (1) hour for each work day of bereavement leave.

Employees shall have one (1) hour deducted from their accrued sick leave, vacation, or industrial accident leave for each hour of leave taken. Employees with a regular work day of nine (9) hours shall have nine (9) hours deducted from their accrued sick leave, vacation, or industrial accident leave for each regularly scheduled working day that they are on paid leave. Employees

with a regular work day of eight (8.0) hours shall have eight (8.0) hours deducted from their accrued sick leave, vacation, or industrial accident leave for each regularly scheduled working day that they are on paid leave.

Employees may be assigned to or from the Nine Plan work schedule only effective at the beginning of a bi-weekly pay period.

The Nine Plan work schedule may continue by mutual agreement of both parties. The Nine Plan work schedule may be revoked by either party upon notice to the other party.

STAFF OFFICIALS OF THE  
CITY OF ANAHEIM, a  
Municipal Corporation

By [Signature]

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

Dated: 7/18/89

ANAHEIM MUNICIPAL EMPLOYEES  
ASSOCIATION GENERAL UNIT

By [Signature]

By \_\_\_\_\_

By \_\_\_\_\_

By \_\_\_\_\_

Dated: July 10, 1989