

LETTER OF UNDERSTANDING
TEAMSTERS LOCAL 952
and the
CITY OF ANAHEIM

The Teamsters Union, Local 952, (TEAMSTERS) and the City of Anaheim (ANAHEIM) have met and conferred in good faith and reached an understanding regarding employee wages and other terms and conditions of employment. The PARTIES have reached an understanding to amend the Memorandum of Understanding between the PARTIES as follows:

1. TEAMSTERS and ANAHEIM agree that Appendix "A-2" Wages will be modified to reflect a 3% base wage increase to be effective January 13, 2006, and a 2 ½% base wage increase to be effective January 12, 2007:

APPENDIX "A-2" Wages
Security Guards

	<i>January 13, 2006</i>			<i>January 12, 2007</i>		
	<i>Sched/steps</i>	<i>Hourly Rates</i>		<i>Sched/steps</i>	<i>Hourly Rates</i>	
<i>Part Time Lead Security Guard</i>	<i>1950 8-9</i>	<i>\$18.57 - \$19.50</i>		<i>1999 8-9</i>	<i>\$19.04 - \$19.99</i>	
<i>Part Time Security Guard</i>	<i>1696 8-9</i>	<i>\$16.15 - \$16.96</i>		<i>1738 8-9</i>	<i>\$16.55 - \$17.38</i>	

2. ANAHEIM agrees to provide bilingual pay in accordance with the following provisions:

Employees required to speak, read, and/or write in Spanish or other languages as well as English as part of the regular duties of their position will be compensated at the rate of fifty cents (50¢) per hour in addition to their regular pay.

The appropriate Executive Manager shall designate which employees shall be assigned bilingual duties and which language(s) shall be eligible for bilingual pay.

The Human Resources Director shall conduct a test of competency for employees who have been assigned bilingual duties to certify these employees eligible for bilingual pay, except that operating departments with authorized bilingual certifiers may conduct their own test of bilingual competency and notify the Human Resources Director of the outcome of the test.

The effective date of bilingual certification shall be the first day of the pay period following notification to the Human Resources Director of the passing of the bilingual test by the employee as provided above. Employees may be required to undergo a test of continued competency, upon request of the operating department.

3. ANAHEIM agrees to provide Shift Differential pay in accordance with the following provisions:

An employee who works any of the five (5) hours between 11:00 p.m. and 4:00 a.m. shall receive graveyard differential pay at 20 cents (20¢) per hour for each of those hours worked.

4. ANAHEIM agrees that employees working in classifications listed in Appendix "A-2" shall be provided access to health insurance coverage in accordance with the following provisions:

Employees working in a classification listed in Appendix "A-2" shall be provided health insurance, through the Kaiser HMO plan offered to full time employees, as long as they remain employed and available for work. Employees shall become eligible for coverage on the first day of the month following the completion of the probation period as described in Section 3.4 of the Memorandum of Understanding.

Anaheim's maximum contribution towards an employee's purchase of the Kaiser HMO plan (employee only) is as follows:

0-2 years employment 50%

More than 2 years employment 75%.

5. ANAHEIM shall pay a fifty dollar (\$50.00) signing bonus to each employee employed in a classification listed in Appendix "A-2" on January 12, 2006 if this Letter of Understanding is ratified on or before January 12, 2006. Such signing bonus shall be paid no later than February 17, 2006.

STAFF OFFICIALS of the CITY of ANAHEIM, a Municipal Corporation

Teamsters Union, Local 952

By: David Hill

By: [Signature]

By: [Signature]

By: [Signature]

By: [Signature]

By: _____

Dated: 1-18-2006

Dated: 1-18-2006