

**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) after meeting and conferring have agreed to amend certain sections of the Memorandum of Understanding that is in effect from July 1, 2005 through January 8, 2009, as follows:

1. Article 58 of the Memorandum of Understanding is hereby amended as follows:

**ARTICLE 58**  
**CERTIFICATION PAY**

- 58.1 Employees in the following job classes shall receive mechanic certification pay ~~upon certification~~ for each successfully completed exam necessary for, or for possession of, a Master Certification(s), as a Master Automobile Technician or Master Heavy-Duty Truck Technician ~~or Master Auto Body Technician~~ by the National Institute for Automotive Service Excellence:

|                        |                                |
|------------------------|--------------------------------|
| Vehicle Technician III | Fleet Supervisor -- Automotive |
| Vehicle Technician IV  | Fleet Supervisor-- VF          |
| Motorcycle Technician  | Fleet Supervisor -- Equipment  |

- 58.1.1 Mechanic certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for mechanic certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by The National Institute for Automotive Service Excellence.
- 58.1.2 Mechanic certification pay shall be ~~\$1,000.00~~ in the amount of \$200.00 for each successfully completed exam, with an annual maximum of \$2,000.00 per Master Certification for Auto/Light Truck Series or Medium Heavy-Duty Truck Series. Employees shall receive an additional \$200.00 for each successfully completed exam for a second Master Certification in either Auto/Light Truck Series or Medium Heavy-Duty Truck Series up to a maximum of \$4,000.00 for a dual Master Certification in both the Auto/Light Truck and Medium Heavy-Duty Truck Series. In no event shall any employee who is entitled to certification pay under the provisions of this paragraph receive more than \$4,000.00 annually.

58.1.3 Probationary employees are not eligible for mechanic certification pay.

58.1.4 Only full-time regular employees are eligible for mechanic certification pay.

58.2 Employees in the following job classes shall receive inspection certification pay upon certification as Combination Inspector, Electrical Inspector, Plumbing Inspector, Building Inspector or Mechanical Inspector by the International Conference of Building Officials:

Building Inspector I  
Building Inspector II  
Building Inspector III  
Building Inspection Supervisor

58.2.1 Inspection certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for inspection certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by the International Code Council (ICC), or equivalent recognized state or national professional association.

58.2.2 Inspection certification pay shall be \$1000.00. There shall be an additional \$500.00 for each additional specialty certificate to a maximum of four (4).

58.2.3 Inspection certification pay shall be \$1,500 for a Combination Inspector Certificate. There shall be an additional \$1,500 for two (2) or more Combination Inspector certificates. Certification pay under the provisions of this Section shall be in lieu of any certification pay an employee may be eligible for under Section 58.2.2 above.

58.2.4 Probationary employees are not eligible for inspection certification pay.

58.2.5 Only full-time regular employees are eligible for inspection certification pay.

58.2.6 Effective November 8, 2002, employees in classifications listed in Section 58.2 who maintain certification in good standing as provided by the ICC shall receive \$38.46 per pay period in lieu of the annual \$1,000 certification pay. Employees who possess two (2) or more specialty certifications, or a Combination Inspector certificate, and who maintain certification in good standing as provided by the ICC shall receive \$57.69 per pay period in lieu of the annual \$1,500 certification pay. Employees who possess three (3) specialty certifications, and who maintain certification in good standing as provided by the ICC shall receive \$76.92 per pay period in lieu of the annual \$2,000 certification pay. Employees who possess four (4) or more specialty certifications, and who maintain certification in good standing as provided by the ICC shall receive \$96.15 per pay period in lieu of the annual \$2,500 certification pay. Employees who possess two (2) or more Combination Inspector certifications, and who maintain certification in good standing as provided by the ICC shall receive \$115.38 per pay period in lieu of the annual \$3,000 certification pay.

58.3 Employees in the following job classes shall receive plan checking or fire inspector certification pay upon certification as Plans Examiner or Uniform Fire Code Inspector by the International Conference of Building Officials:

|                               |                   |
|-------------------------------|-------------------|
| Fire Safety Specialist I      | Fire Inspector I  |
| Fire Safety Specialist II     | Fire Inspector II |
| Senior Fire Safety Specialist | Plan Checker II   |

58.3.1 Plan checking or fire inspector certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for plan checking or fire inspector certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by the International Code Council, or equivalent recognized state or national professional association.

58.3.2 Plan checking or fire inspector certification pay shall be \$1000.00. There shall be no additional compensation for multiple certifications. A maximum of \$1000.00 certification pay is paid each fiscal year if an employee is eligible for both inspection certification pay and plan checking certification pay.

58.3.3 Probationary employees are not eligible for plan checking or fire inspector certification pay.

58.3.4 Only full-time regular employees are eligible for plan checking or fire inspector certification pay.

58.4 Employees in the following job classes shall receive Tree Trimming certification pay upon certification as a Certified Arborist by the International Society of Arboriculture:

Lead Tree Trimmer  
Tree Trimmer Assistant - (Upon completion of the Tree Trimmer Training Program)  
Tree Trimmer  
Tree Services Coordinator

58.4.1 Tree trimming certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for tree trimming certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by the International Society of Arboriculture.

58.4.2 Tree trimming certification pay shall be \$500.00.

58.4.3 Probationary employees are not eligible for tree trimming certification pay.

58.4.4 Only full-time regular employees are eligible for tree trimming certification pay.

58.5 Employees in the following job classes shall receive Auto Parts Specialist certification pay upon certification as a Parts Specialist by the National Institute for Automotive Service Excellence:

Auto Parts Supervisor

58.5.1 Auto Parts Specialist certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for Auto Parts Specialist certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by The National Institute for Automotive Service Excellence.

58.5.2 Auto p-Parts s-Specialist certification pay shall be ~~\$500.00~~ \$100.00 for each successfully completed exam, with an annual maximum of \$1,000.00. Employees with a Master Certification in the Parts Specialist Series shall receive mechanic certification pay of \$1,000.00 annually. In no event shall any employee who is entitled to certification pay under the provisions of this paragraph receive more than \$1,000.00 annually.

58.5.3 Probationary employees are not eligible for Auto Parts Specialist certification pay.

58.5.4 Only full-time regular employees are eligible for Auto Parts Specialist certification pay.

58.6 Employees in the following job classes shall receive Tree Worker certification pay upon certification as a Certified Tree Worker by the Western Chapter International Society of Arboriculture:

Lead Tree Trimmer

Tree Trimmer Assistant - (Upon completion of the Tree Trimmer Training Program)

Tree Trimmer

Tree Services Coordinator

58.6.1 Tree worker certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for tree worker certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by the Western Chapter International Society of Arboriculture.

58.6.2 Tree worker certification pay shall be \$250.00.

58.6.3 Probationary employees are not eligible for tree worker certification pay.

58.6.4 Only full-time regular employees are eligible for tree worker certification pay.

58.7 Employees in the following job classes shall receive Fire Mechanic certification pay upon certification as a Fire Mechanic by the California State Fire Marshal:

Fleet Supervisor -- Equipment  
Vehicle Technician IV

- 58.7.1 Fire mechanic certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for Fire Mechanic certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by the California State Fire Marshal.
- 58.7.2 Fire mechanic certification pay shall be \$250.00 for Level I and \$500.00 for Level II.
- 58.7.3 Probationary employees are not eligible for fire mechanic certification pay.
- 58.7.4 Only full-time regular employees are eligible for fire mechanic certification pay.
- 58.8 Employees in the following job classes shall receive Code Enforcement Officer certification pay upon obtaining a P.O.S.T. certificate of completion in a Code Enforcement Officer training basic course:
- Code Enforcement Officer I
  - Code Enforcement Officer II
  - Senior Code Enforcement Officer
- 58.8.1 Code Enforcement Officer certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for Code Enforcement Officer certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay will continue only if the employee is re-certified as provided by P.O.S.T.
- 58.8.2 Code Enforcement Officer certification pay shall be \$500.00 for Basic P.O.S.T. Certificate and shall be \$1,000.00 for Advanced P.O.S.T. Certificate.
- 58.8.3 Probationary employees are not eligible for Code Enforcement Officer certification pay.
- 58.8.4 Only full-time regular employees are eligible for Code Enforcement Officer certification pay.
- 58.9 Employees in the following job classes shall receive Permit Technician Certification pay for possession of a Permit Technician Certification:
- Permit Technician II
  - Permit counter Supervisor
- 58.9.1 Permit Technician certification pay will be paid once each fiscal year during the pay period that includes November 16. Upon an employee's initial certification, the employee will be eligible for Permit Technician certification pay for that fiscal year immediately upon submission of verification. Eligibility for annual certification pay

will continue only as long as the employee maintains certification in good standing as provided by the International Code Council, or equivalent recognized state or national professional association.

58.9.2 Permit Technician certification pay shall be \$500


58.9.3 Probationary employees are not eligible for Permit Technician certification pay.

58.9.4 Only full-time regular employees are eligible for Permit Technician certification pay.

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

**ANAHEIM MUNICIPAL EMPLOYEES  
ASSOCIATION, General Employees**

By: 

By: 

By: 

By: 

By: \_\_\_\_\_

By: \_\_\_\_\_

Dated: 11-1-06