



City of Anaheim

## HUMAN RESOURCES DEPARTMENT

April 20, 2006

Greg Palmer, President  
Anaheim Police Association  
508 N. Anaheim Blvd.  
Anaheim, BA 92805

The purpose of this letter is to clarify and memorialize the intent of the parties regarding certain provisions of the Memorandum of Understanding between the City of Anaheim and the Anaheim Police Association dated January 13, 2006 through January 7, 2010.

During the recently concluded negotiations, the City agreed to amend Article 19 to provide a five percent (5%) pay differential to employees assigned as Flight Instructors. It was the intent of the parties that the pay differential be additional to, and not in lieu of, the two and a half percent (2½%) special assignment pay provided to employees under the provisions of Article 19.2. It was also the intent of the parties that the Flight Instructor special assignment pay be in lieu of, and not additional to, all other forms of special assignment pay authorized in Article 19. The City will make this change effective January 13, 2006.

It was also the intent of the parties to conform the provisions of the new Agreement to the processing requirements of the City's new payroll system, which include the requirement to consolidate all earnings due an employee for a payroll period onto one (1) payroll check. Accordingly, Article 21.3 (*"ANAHEIM agrees to pay annual paid leave payoff, and compensatory time payoff by separate checks"*) is no longer valid. The annual paid leave payoff and compensatory time payoff will be included on the employee's regular paycheck.

Finally, it was the intent of the parties that the CalPERS employee payroll contribution of eight percent (8%) paid by Police Officer Trainees shall be eliminated consistent with the elimination of the CalPERS employee payroll deduction paid by sworn Police Officers; i.e., as the CalPERS payroll deduction for sworn employees is reduced below 8%, the CalPERS employee deduction for the non-sworn Police Officer Trainees shall be reduced equivalently.

Christopher K Chase  
Human Resources Manager

Gregory Palmer, President  
Anaheim Police Association

200 S. Anaheim Boulevard, Suite 332  
Anaheim, California 92805

TEL (714) 765-5111  
FAX (714) 765-5211