

LETTER OF UNDERSTANDING  
 between the  
 ANAHEIM FIREFIGHTERS ASSOCIATION, Local 2899  
 and the  
 CITY OF ANAHEIM

The Anaheim Firefighters Association, Local 2899 ("AFA") and the City of Anaheim ("CITY") have met and conferred, and reached an agreement to amend Article 12 of the Memorandum of Understanding between the parties as follows:

**ARTICLE 12**  
**SALARY RELATIONSHIPS**

12.1 ANAHEIM and the AFA agree that wages for all classifications represented by the AFA shall be based on the salary relationships shown below:

<i>CLASSIFICATION</i>	<i>COMPUTATION</i>
<i>Fire/Arson Investigator I (closest 40 hour rate)</i>	<i>1.125 x Firefighter I rate</i>
<i>Fire Captain II</i>	<i>1.332 x Firefighter I rate</i>
<i>Fire Engineer I</i>	<i>1.125 x Firefighter I rate</i>
<i>Firefighter I</i>	<i>1.00</i>
<i>Sr. Fire/Arson Investigator I (closest 40 hour rate)</i>	<i>1.30 x Firefighter I rate</i>
<i>Firefighter and Fire Engineer Level II's</i>	<i>1.025 x Level I rates</i>
<i>Firefighter and Fire Engineer Level III's</i>	<i>1.050 x Level I rates</i>
<i>Firefighter and Fire Engineer Level IV's</i>	<i>1.075 x Level I rates</i>
<i>Fire Captain Level III's</i>	<i>1.025 x Level II rates</i>
<i>Fire Captain Level IV's</i>	<i>1.050 x Level II rates</i>
<i>Paramedics Assignment</i>	<i>.15 x Firefighter I "E" Step</i>
<i>Hazardous Materials Assignment</i>	<i>.13 x Firefighter I "E" Step</i>
<i>Firefighter Fire/Arson Investigation Assignment</i>	<i>.13 x Firefighter I "E" Step</i>

12.2 For the Fire Captain promotional recruitment to be conducted in January 2001, applicants will not be required to possess incentive level II in order to be considered for promotion. Thereafter, all applicants must possess at least the level II incentive in order to compete for promotion to Fire Captain.

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

By: David Hill

By: [Signature]

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

Dated: 4-10-2003

**ANAHEIM FIREFIGHTERS ASSOCIATION, Local**  
**2899**

By: [Signature]

By: [Signature]

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

Dated: 4/8/03

**LETTER OF UNDERSTANDING**  
between the  
**ANAHEIM FIREFIGHTERS ASSOCIATION, Local 2899**  
and the  
**CITY OF ANAHEIM**

The Anaheim Firefighters Association, Local 2899 ("AFA") and the City of Anaheim ("CITY") have met and conferred, and reached an agreement to amend Article 12 of the Memorandum of Understanding between the parties as follows:

**ARTICLE 12**  
**SALARY RELATIONSHIPS**

12.1 ANAHEIM and the AFA agree that wages for all classifications represented by the AFA shall be based on the salary relationships shown below:

<i>CLASSIFICATION</i>	<i>COMPUTATION</i>
<i>Fire/Arson Investigator I (closest 40 hour rate)</i>	<i>1.125 x Firefighter I rate</i>
<i>Fire Captain II</i>	<i>1.332 x Firefighter I rate</i>
<i>Fire Engineer I</i>	<i>1.125 x Firefighter I rate</i>
<i>Firefighter I</i>	<i>1.00</i>
<i>Sr. Fire/Arson Investigator I (closest 40 hour rate)</i>	<i>1.30 x Firefighter I rate</i>
<i>Firefighter and Fire Engineer Level II's</i>	<i>1.025 x Level I rates</i>
<i>Firefighter and Fire Engineer Level III's</i>	<i>1.050 x Level I rates</i>
<i>Firefighter and Fire Engineer Level IV's</i>	<i>1.075 x Level I rates</i>
<i>Fire Captain Level III's</i>	<i>1.025 x Level II rates</i>
<i>Fire Captain Level IV's</i>	<i>1.050 x Level II rates</i>
<i>Paramedics Assignment</i>	<i>.15 x Firefighter I "E" Step</i>
<i>Hazardous Materials Assignment</i>	<i>.13 x Firefighter I "E" Step</i>
<i>Firefighter Fire/Arson Investigation Assignment</i>	<i>.13 x Firefighter I "E" Step</i>

12.2 For the Fire Captain promotional recruitment to be conducted in January 2001, applicants will not be required to possess incentive level II in order to be considered for promotion. Thereafter, all applicants must possess at least the level II incentive in order to compete for promotion to Fire Captain.

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

By: David Hill

By: [Signature]

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

Dated: 4-10-2003

**ANAHEIM FIREFIGHTERS ASSOCIATION, Local**  
**2899**

By: [Signature]

By: [Signature]

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

Dated: 4/8/03