

LETTER OF UNDERSTANDING  
between the  
ANAHEIM POLICE ASSOCIATION  
and the  
CITY OF ANAHEIM

The Anaheim Police Association (APA), and the City of Anaheim (ANAHEIM) have met and conferred have reached an understanding on the wages, hours and other terms and conditions of employment for employees working in the Anaheim Police Department. The PARTIES have reached an understanding to amend certain sections of Article 22 (Temporary Upgrade) of the Memorandum of Understanding between the Anaheim Police Association and the City of Anaheim as follows:

**ARTICLE 22**  
**TEMPORARY UPGRADE**

22.1 Temporary upgrading shall be defined as the temporary assignment of an employee to work in a job classification which is assigned to a salary schedule higher than the employee's regular job classification.

22.1.1 Upgrade to a vacant position shall be limited to six (6) months, except in cases of extended paid leave, industrial accident leave or leave without pay.

22.2 Employees temporarily upgraded to the following job classifications shall receive a five percent (5%) pay differential for all time worked in the higher job classification during normal working hours if they are assigned to work in the higher classification for a period of one (1) complete work shift or longer. Employees temporarily upgraded to any of these job classes shall receive a five percent (5%) pay differential for all time worked in the higher job classification during other than normal working hours:

Bailiff  
Detention Facility Manager  
Police Lieutenant  
Police Officer - Polygraph Examiner  
Police Officer - Helicopter  
Police Sergeant  
Police Sergeant - Helicopter  
Police Sergeant - Senior Master  
Police Sergeant - Special Events  
Senior Detention Officer

**22.3 Employees in the following job classes who are temporarily assigned as Field Training Officers outside of Uniform Patrol shall receive a five percent (5%) pay differential for all time worked while assigned as a Field Training Officer:**

**Detention Officer**

Police Officer  
Police Officer – Helicopter Pilot  
Police Officer – Master Advanced  
Police Officer – Master Intermediate  
Police Officer – Senior Master Advanced  
Police Sergeant  
Police Sergeant – Helicopter Pilot  
Police Sergeant – Senior Master

**22.4** Employees in the following job classes who are assigned to supervise the Police Department Front Counter operations shall receive a two and one-half percent (2½%) pay differential for all time worked while so assigned.

Police Officer  
Police Officer - Helicopter Pilot  
Police Officer - Master Advanced  
Police Officer - Master Intermediate  
Police Officer - Senior Master Advanced  
Police Officer - Senior Master Intermediate  
Police Sergeant  
Police Sergeant - Helicopter Pilot  
Police Sergeant - Senior Master

**22.5** If an employee is temporarily assigned to perform work at a lower rated job classification, the employee's rate of pay shall not be changed. Such temporary assignments of work shall be made at the discretion of ANAHEIM.

**22.6** ANAHEIM and the APA agree that parallel moves may be made within classifications or positions left vacant in order to avoid the necessity of working an employee at a higher rated job classification.

**22.7** The determination of those persons qualified to work in higher rated classifications shall be established by ANAHEIM. Assignments to higher rated classifications shall be made at the sole discretion of ANAHEIM.

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

**ANAHEIM POLICE ASSOCIATION**

By: David Hill

By: Greg Palmer

By: [Signature]

By: Greg Palmer

Dated: 3/8/01

Dated: 3/8/01