

**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 (“ANAHEIM”) reached a tentative agreement for a successor Memorandum of Understanding (“MOU”) in June 2019, and the MOU was approved by the City Council of the City of Anaheim on July 16, 2019. One of the MOU changes that was agreed to by AFA and ANAHEIM was an increase of paid leave accruals for employees who work fifty-six (56) hours per week. AFA and ANAHEIM inadvertently did not contemplate a proportional increase in paid leave accruals for employees who work forty (40) hours per week. This has resulted in an inequitable accrual of paid leave time for employees assigned to work forty (40) hour assignments. AFA and ANAHEIM have met and conferred and reached tentative agreement on modifying ARTICLE 35 – Vacation of the Memorandum of Understanding between AFA and ANAHEIM dated July 1, 2017 through June 23, 2022. Specifically, upon ratification by the City Council of the City of Anaheim, AFA and ANAHEIM agree to the following:

1. Vacation accrual rates listed in Article 35 will be increased by one and a quarter (1.25) hours per bi-weekly pay period. The maximum amount of vacation that may be accumulated will be adjusted accordingly to reflect two (2) times the annual accrual amount.
2. The updated vacation accrual rates will be effective the pay period beginning July 26, 2019.
3. Article 35.1 will be modified to read:

35.1 Regular, full-time employees in the classified service with an average, regular workweek of forty (40) hours shall receive annual vacation with pay in accordance with the following provisions:

35.1.1 For the first four (4) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of five and a quarter (5.25) hours for each complete bi-weekly pay period plus two (2) hours of paid vacation at the close of the final complete bi-weekly pay period of each fiscal year (138.5 hours or 17.3 working days per year). The maximum amount of vacation that may be accumulated shall be two hundred seventy-seven (277) hours.

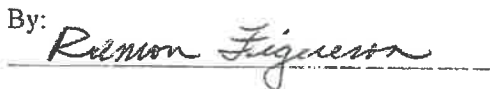
35.1.2 Upon completion of four (4) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of six and a quarter (6.25) hours for each complete bi-weekly pay period (162.5 hours or 20.3 working days per year). The maximum amount of vacation that may be accumulated shall be three hundred twenty-five (325) hours.

- 35.1.3 Upon completion of eight (8) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of seven and a quarter (7.25) hours for each complete bi-weekly pay period (188.5 hours or 23.6 working days per year). The maximum amount of vacation that may be accumulated shall be three hundred seventy-seven (377) hours.
- 35.1.4 Upon completion of fourteen (14) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of eight and a quarter (8.25) hours for each complete bi-weekly pay period (214.5 hours or 26.8 working days per year). The maximum amount of vacation that may be accumulated shall be four hundred twenty-nine (429) hours.
- 35.1.5 Upon completion of nineteen (19) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of nine and a quarter (9.25) hours for each complete bi-weekly pay period (240.5 hours or 30.1 working days per year). The maximum amount of vacation that may be accumulated shall be four hundred eighty-one (481) hours.
- 35.1.6 Upon completion of twenty-four (24) years of continuous, full-time service, such employees shall accrue paid vacation at the rate of ten and a quarter (10.25) hours for each complete bi-weekly pay period (266.5 hours or 33.3 working days per year). The maximum amount of vacation that may be accumulated shall be five hundred thirty-three (533) hours.

STAFF OFFICIALS of the CITY OF ANAHEIM, a Municipal Corporation

By: 

By: 

By: 

Dated: 7/27/20

ANAHEIM FIREFIGHTERS ASSOCIATION, LOCAL #2899

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

By: 

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

Dated: 7/27/20