

**LETTER OF UNDERSTANDING between the  
ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION and the  
CITY OF ANAHEIM**


The Anaheim Municipal Employees Association (AMEA), General Unit, and the City of Anaheim (ANAHEIM) have met and conferred in good faith and reached an agreement as to the method for determining employee seniority.

The PARTIES agree that in any employment circumstance, e.g. layoffs, shift selection, annual vacation bidding, etc., where two (2) or more employees have the same seniority, the employee's last name on file with the Human Resources Department, at the time AMEA representatives are notified of the change in employment circumstance, shall be used as a tie-breaker using alphabetical order with the employee whose last name appears in the alphabet first being the tie-breaker. The PARTIES agree to the following term and conditions:

1. If an employee has a hyphenated name (e.g. "Doe – Smith"), the first name shall be used (e.g. "Doe"), and then the second name if necessary.
2. If the employees have the same last name, the employee's first name and then middle name shall be used.

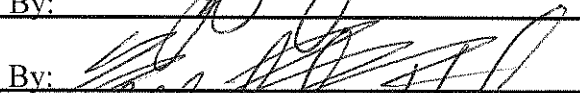
STAFF OFFICIALS OF THE CITY OF  
ANAHEIM, a Municipal Corporation

ANAHEIM MUNICIPAL  
EMPLOYEES ASSOCIATION,  
General Unit

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

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


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

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

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

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

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

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

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

Dated: 8/1/13

Dated: 8/1/13

**LETTER OF UNDERSTANDING between the  
ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION and the  
CITY OF ANAHEIM**


The Anaheim Municipal Employees Association (AMEA), Clerical Unit, and the City of Anaheim (ANAHEIM) have met and conferred in good faith and reached an agreement as to the method for determining employee seniority.



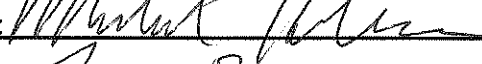

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STAFF OFFICIALS OF THE CITY OF  
ANAHEIM, a Municipal Corporation

ANAHEIM MUNICIPAL  
EMPLOYEES ASSOCIATION,  
Clerical Unit

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

Dated: 8/1/13

Dated: 8/1/13

**LETTER OF UNDERSTANDING between the  
ANAHEIM MUNICIPAL EMPLOYEES ASSOCIATION and the  
CITY OF ANAHEIM**

The Anaheim Municipal Employees Association (AMEA), Part-Time Employees, and the City of Anaheim (ANAHEIM) have met and conferred in good faith and reached an agreement as to the method for determining employee seniority.

The PARTIES agree that in any employment circumstance, e.g. layoffs, shift selection, annual vacation bidding, etc., where two (2) or more employees have the same seniority, the employee's last name on file with the Human Resources Department, at the time AMEA representatives are notified of the change in employment circumstance, shall be used as a tie-breaker using alphabetical order with the employee whose last name appears in the alphabet first being the tie-breaker. The PARTIES agree to the following term and conditions:

1. If an employee has a hyphenated name (e.g. "Doe – Smith"), the first name shall be used (e.g. "Doe"), and then the second name if necessary.
2. If the employees have the same last name, the employee's first name and then middle name shall be used.

STAFF OFFICIALS OF THE CITY OF  
ANAHEIM, a Municipal Corporation

ANAHEIM MUNICIPAL  
EMPLOYEES ASSOCIATION,  
Part-Time Unit

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

By: \_\_\_\_\_  
By: \_\_\_\_\_  
By: \_\_\_\_\_  
By: *Jennae Bannan*  
By: \_\_\_\_\_

Dated: 8/1/13

Dated: 8/1/13