

**LETTER OF UNDERSTANDING between the  
ANAHEIM FIREFIGHTERS ASSOCIATION, Local No. 2899 and the  
CITY OF ANAHEIM**

The Anaheim Firefighters Association, Local 2899 ("AFA") and the City of Anaheim, a charter city and municipal corporation ("ANAHEIM"), herein referred to collectively as the "PARTIES," have met and conferred, and reached an agreement with regard to "Staffing" and "Consecutive Shift Rule" of the Memorandum of Understanding ("MOU"). The Parties have agreed to the following terms and conditions:

1. Regarding Sections 42.1 and 42.2 of the MOU, the PARTIES agree that if no Firefighters have made themselves voluntarily available on the Telestaff "pick-list", a Fire Engineer will be allowed to voluntarily downgrade and work in the Firefighter position. At no time shall a Fire Engineer be allowed to backfill in a Firefighter position if Firefighters are on the voluntary Telestaff "pick-list" and available to work; unless such Fire Engineer is mandated to perform work in a Firefighter position pursuant to Section 14.2 of the MOU.
2. If a Fire Engineer voluntarily downgrades and works in a Firefighter position, such employee shall be compensated at his/her normal rate of pay, including specialty pay, as a Fire Engineer.
3. If there are no employees classified as Fire Engineer or Firefighter who voluntarily sign up on the Telestaff "pick-list" and are available to work, then the rank in which the vacancy occurs shall be mandatory filled as identified in AOPS 023.
4. The PARTIES agree that Section 50.1 of the MOU shall be temporarily modified as follows:

"ANAHEIM and the AFA agree that no employee shall work in excess of five (5) consecutive work shifts (one hundred and twenty (120) hours). Both parties agree that employees may be required to continue work or return to work in excess of five (5) consecutive work shifts (one hundred-twenty (120) hours) during any emergency situation.

5. The terms of this LOU are to remain in full force and effect on the effective date of this agreement through January 1, 2015. The PARTIES may mutually agree to extend this agreement for up to two (2) separate three (3) month extensions.

STAFF OFFICIALS OF THE  
CITY OF ANAHEIM,  
A municipal corporation

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

By: Randy R. Bruyner

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

Date: 12/01/14

ANAHEIM FIREFIGHTERS  
ASSOCIATION, Local No. 2899

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

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

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

Date: Nov. 4, 2014