

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

The Anaheim Police Association (APA), and the City of Anaheim (ANAHEIM) having met and conferred, have reached an understanding to amend Article 63 (Fitness/Wellness Program) of the Memorandum of Understanding between the Anaheim Police Association and the City of Anaheim, as follows:

**ARTICLE 63**  
**FITNESS/WELLNESS PROGRAM**

- 63.1 APA and ANAHEIM agree to create a Police Wellness Incentive Advisory Committee. The Committee shall review, recommend, and evaluate programs and incentives designed to improve the health and fitness of employees at a reasonable cost/benefit. Such programs and incentives shall increase productivity, reduced unplanned absences and reduce health and disability benefit costs.
- 63.2 Serving on the Committee shall be one Police Department management representative, one Human Resources Department staff representative, the Fitness Consultant, and two employees recommended by the APA.
- 63.3 This Committee shall meet quarterly and shall report to the Human Resources Director, on a periodic basis, its findings and recommendations for changes to the Police Wellness Incentive Program (WIN). The report shall be forwarded to the Anaheim City Manager for review.
- 63.4 APA and ANAHEIM agree that employees successfully completing the WIN shall receive a Healthy Day Off up to twelve (12) hours of paid leave and reimbursement up to \$200 for an annual health club membership upon completion of the comprehensive Health/Fitness Screening and the one-on-one Fitness Consultation.

63.5 APA and ANAHEIM agree that employees aged forty (40) or above may elect once every three years to use the \$200 reimbursement to off-set the cost of a non-intrusive examination to detect early signs of arterial blockage (e.g., Heart Scan) in lieu of reimbursement for an annual health club membership, PROVIDED:

63.5.1 The employee meets with the Health/Fitness Director prior to scheduling the test to ensure the correct test is completed.

63.6 APA and ANAHEIM agree that employees under forty (40) years of age may elect once every three years to use the \$200 reimbursement to off-set the cost of a non-intrusive examination to detect early signs of arterial blockage (e.g., Heart Scan) in lieu of reimbursement for an annual health club membership, PROVIDED:

63.6.1 The employee has been identified as having at least one heart disease risk factor, i.e., diabetes, high blood pressure, high cholesterol, or family history of heart disease, AND

63.6.2 The employee meets with the Health/Fitness Director prior to scheduling the test to ensure the correct test is completed.

STAFF OFFICIALS of the CITY OF ANAHEIM, a Municipal Corporation

ANAHEIM POLICE ASSOCIATION

By: David Hill

By: Bill Z A

By: Rich Hall

By: Greg Palmer

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

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

Dated: 6/25/01

Dated: 6/19/01