

**SIDE LETTER BETWEEN
THE CITY OF FORT
BRAGG AND
THE FORT BRAGG POLICE
ASSOCIATION CONCERNING HOLIDAY
PAY**

This Side Letter reflects an agreement between the City of Fort Bragg (City) and the Fort Bragg Police Association (FBPA), and collectively, "the Parties."

The Parties agree to amend Article 25 of the Memorandum of Understanding (MOU) between the City and the FBPA, effective August 29, 2021 to June 30, 2024 read as follows:

ARTICLE 25-HOLIDAYS

1. The City agrees to pay full-time regular sworn and non-sworn employees represented by the FBPA who are required to regularly work on holidays noted in Section 4, below, ninety-six (96) holiday hours per year at one and one-half (1.5) times the employee's hourly rate and shall include supplemental pay, which may apply to the specific officer including: Field Training Officer Pay; Bilingual Pay; Officer in Charge Pay; Motor Officer Pay; Detective Pay and Working Out of Class Pay. Holiday pay shall be paid in two (2) equal installments, separate from any other salary payment, during the first pay period in June and December.
2. Full-time probationary employees shall be paid for holidays on a prorated basis based upon eight (8) holiday hours per full month worked.
3. Part-time employees shall be paid for holidays on a prorated basis based upon the number of hours worked.
4. Specified holidays for all non-sworn, full-time probationary and regular employees are as follows:
 - a. New Year's Day
 - b. Martin Luther King Jr. Birthday
 - c. President's Day
 - d. Memorial Day
 - e. Independence Day
 - f. Labor Day
 - g. Indigenous Peoples' Day
 - h. Veteran's Day
 - i. Thanksgiving Day

- j. Day After Thanksgiving
- k. Day before Christmas
- l. Christmas
- m. Every day proclaimed by the Governor and recognized by the City Council as a public holiday, day of mourning or day of thanksgiving.

This side letter is effective August 29, 2021 through June 30, 2024.

FOR THE CITY OF FORT BRAGG:

DATE: _____

PEGGY DUCEY
CITY MANAGER

DATE:

ATTEST:

CRISTAL MUNOZ
ACTING CITY CLERK

FOR THE FORT BRAGG POLICE
ASSOCIATION, INC.:

DATE: _____

COLIN MCHUGH
FBPA PRESIDENT