

**SIDE LETTER BETWEEN
THE CITY OF FORT BRAGG
AND
THE FORT BRAGG POLICE ASSOCIATION
CONCERNING PREMIUM INCENTIVE PAYS**

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 terminate and revoke the Side Letter dated May 24, 2020, as attached.

Termination of the May 24, 2020 Side Letter eliminates the increase to vacation time for all sworn employees covered under the current Fort Bragg Police Association Memorandum of Understanding (FBPA MOU), as set forth in the Side Letter dated May 24, 2020. Vacation time shall only accrue as specified in Article 17 of the FBPA MOU, as it read prior to execution of the May 24, 2020 Side Letter. Effective October 11, 2020, the cap on a sworn employee's vacation accrual bank will be returned to the levels noted in in Article 17.2 of the FBPA MOU prior to execution of the May 24, 2020 Side Letter. However, no sworn employee shall be forced to take vacation or lose any accrued hours as of the effective date of this Side Letter. Employees who as a result of the side letter dated May 24, 2020 have had their vacation accrual bank exceed the vacation time accrual cap shall have the option of carrying the excess hours on the books until they have been used or cashed out.

Termination of the May 24, 2020 Side Letter eliminates the option for FBPA employees to have hours accrued in their Compensatory Time Off bank paid out in a separate check on the first pay period of each quarter of the Fiscal Year. Employees covered under the current FBPA MOU only have the option to request Compensatory Time Off bank paid out on the same check as their regular payroll check.

This Side Letter will be effective from 10/11/2020 to 06/30/2021.

FOR THE CITY OF FORT BRAGG:

DATE:

TABATHA MILLER
CITY MANAGER

DATE: _____

ATTEST:

JUNE LEMOS, CMC

CITY CLERK

FOR THE FORT BRAGG POLICE
ASSOCIATION, INC.:

DATE:

ANTHONY MELENDEZ
PRESIDENT