

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

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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 Understandings (MOU) between the City and the FBPA, effective April 13, 2015 through June 30, 2017; effective July 1, 2017 through June 30, 2019; and effective July 1, 2019 through June 30, 2021 to 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 January 1, 2017 through June 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  
ACTING PRESIDENT