

# SIDE LETTER OF AGREEMENT

BETWEEN

THE CITY OF LAGUNA BEACH

AND

THE LAGUNA BEACH POLICE AND FIRE MANAGEMENT ASSOCIATION – POLICE UNIT

This Side Letter of Agreement (“Agreement”) between the City of Laguna Beach (“City”) and the Laguna Beach Police and Fire Management Association (“LBPFMA”) - Police Unit is entered into with respect to the following:

**WHEREAS**, the parties are currently parties to a Memorandum of Understanding (MOU) with a term of July 1, 2021 through June 30, 2024; and

**WHEREAS**, the City has agreed to provide Juneteenth as a holiday for members of the LBPFMA starting in 2022; and

**WHEREAS**, the following sets forth the parties’ Agreement:

1. The parties agree to amend Article 22 of their MOU as can be seen with the track changes below:

## 22.0 Holidays

**22.1 Recognized Holidays:** The following holidays shall be observed by the City of Laguna Beach:

1. New Year's Day - January 1st
2. Martin Luther King Jr. Day - 3<sup>rd</sup> Monday in January
3. President’s Day - 3<sup>rd</sup> Monday in February
4. Memorial Day - Last Monday in May
5. Juneteenth – June 19
65. Independence Day - July 4th
76. Labor Day - 1<sup>st</sup> Monday in September
87. Veterans Day - November 11<sup>th</sup>
98. Thanksgiving Day - 4<sup>th</sup> Thursday in November
109. The day after Thanksgiving
119. Christmas Day - December 25<sup>th</sup>

Notwithstanding that the above are the holidays for employees in the unit, if the Police Chief needs the employee to work on any of the above holidays, they will be required to do so.

**22.2 Compensation for Holidays:** Employees receive nine (9) hours of pay for each of the above holidays. If an employee in the unit is assigned to a work schedule of more than nine hours per day, they must use vacation leave for the hours between nine and their scheduled hours to be paid for the entire holiday. For any holiday on


which a unit member is required to work, they can bank the nine (9) hours as holiday leave. Any holiday leave still banked on the last pay period of June each year will be cashed out to the employee.

**22.3 Weekend Holidays:** When a holiday falls on a Sunday, the following Monday shall be deemed to be the holiday in lieu of the day observed. If a holiday falls on a Saturday the preceding Friday is the holiday in lieu of the day observed.


For those employees who work an alternate work schedule, e.g., 9/80, when a holiday falls on a regularly scheduled day off, employees shall receive nine (9) hours added to their vacation accrual bank.

2. Since Juneteenth (June 19) occurs on a Sunday in 2022, per Article 22.3 of the parties' MOU, the holiday will be observed on Monday, June 20, 2022.
3. Per Article 22.2, if any unit member is required to work on Juneteenth in 2022 (June 20, 2022) the nine (9) hours they will bank will be cashed out on the last pay period of June 2022.

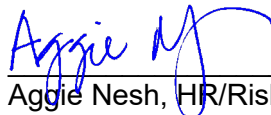
**FOR THE CITY OF LAGUNA BEACH**

  
\_\_\_\_\_  
Shohreh Dupuis, City Manager


May 2, 2022  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Gavin Curran,  
Director of Administrative Services

May 2, 2022  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
Aggie Nesh, HR/Risk Manager

4/20/2022  
\_\_\_\_\_  
Date


  
\_\_\_\_\_  
Peter J Brown (Apr 29, 2022 13:06 HST)  
Peter Brown

Apr 29, 2022  
\_\_\_\_\_  
Date

**FOR THE LAGUNA BEACH POLICE AND FIRE MANAGEMENT ASSOCIATION**

  
\_\_\_\_\_  
Jim Beres (Apr 20, 2022 12:35 PDT)  
Jim Beres,  
Civilian Services Administrator

Apr 20, 2022  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Michael McGill (Apr 29, 2022 14:09 PDT)  
Mike McGill, Labor Negotiator

Apr 29, 2022  
\_\_\_\_\_  
Date











# Side letter with LBPFMA - Police Unit re Juneteenth - April 12 2022


Final Audit Report

2022-05-02


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-  Document created by Aggie Nesh (anesh@lagunabeachcity.net)  
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 Agreement completed.

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