

# SIDE LETTER OF AGREEMENT

BETWEEN

THE CITY OF LAGUNA BEACH

AND

THE LAGUNA BEACH FIREFIGHTERS ASSOCIATION, LOCAL 3684

This Side Letter of Agreement (“Agreement”) between the City of Laguna Beach (“City”) and the Laguna Beach Firefighters Association (“LBFA”) 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 LBFA starting in 2022; and

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

1. The parties agree to amend Article 8 of their MOU as can be seen with the track changes below:

## 8. HOLIDAYS

### 8.1 Recognized Holidays

The following holidays shall be observed by the City of Laguna Beach:

- a) New Year’s Day – January 1
- b) Martin Luther King, Jr. Birthday – 3<sup>rd</sup> Monday in January
- c) President’s Day – 3<sup>rd</sup> Monday in February
- d) Memorial Day – Last Monday in May
- e) Juneteenth – June 19
- ~~f~~e) Independence Day – July 4
- ~~g~~f) Labor Day – 1<sup>st</sup> Monday in September
- ~~h~~g) Veterans Day – November 11
- ~~i~~h) Thanksgiving Day – 4<sup>th</sup> Thursday in November
- ~~j~~i) Day after Thanksgiving
- ~~k~~j) Christmas Day – December 25

### 8.2 Fire Department Employees

Shift personnel will be granted 145.2132 hours of holiday time per fiscal year. 108 hours of the 145.2132 hours the employee shall receive as payment. Since most new employees will start working on a day other than July 1 (the first day of the fiscal year), such new employees will be provided with a pro-rated amount of holiday hours based on their start date. The pro-rated amount will be determined by the number of full pay periods left in the fiscal year. For example, an employee who starts on November 19 would receive 16 pay

periods of holiday leave, which is calculated as 16/26ths of 37.224 hours = 23.45 hours of holiday time.

The 37.224 hours given in time off shall be credited to the employee's vacation balance in the first pay period of each fiscal year. The 108 hours that the employee will receive in payment shall be added to the hourly rate. The employee's hourly rate shall be increased by 3.71%. For employees on light duty who work a 40 hour workweek, they are required to work on the holiday (even if City Hall is closed) or use vacation to cover the hours off on the holiday.

Except for employees assigned to suppression shifts, if a holiday falls on a Sunday, the following Monday shall be deemed to be the holiday. If a holiday falls on a Saturday, the previous Friday shall be deemed to be the holiday.

2. The parties agree that for 2022, because Juneteenth occurs prior to the end of the fiscal year, in the pay period that includes June 19, 2022, 13.2 hours will be credited to each employee's vacation balance. For fiscal year 22-23 and beyond, the vacation hours as addressed in the MOU in Section 8.2 will be credited in the first pay period of each fiscal year.

**FOR THE CITY OF LAGUNA BEACH**

*Shohreh Dupuis*

Shohreh Dupuis, City Manager



Gavin Curran (Apr 16, 2022 16:06 PDT)

Gavin Curran,  
Director of Administrative Services

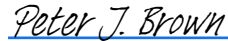
Apr 18, 2022

Date

Apr 16, 2022

Date

Aggie Nesh, HR/Risk Manager



Peter J. Brown (Apr 18, 2022 18:15 PDT)

Peter Brown

Date

Apr 18, 2022

Date

**FOR THE LAGUNA BEACH FIREFIGHTERS ASSOCIATION, LOCAL 3684**

*Thomas Padden*

Thomas Padden (Apr 22, 2022 14:03 PDT)

Thomas Padden, President



Pat Cary (Apr 22, 2022 14:48 PDT)

Patrick Cary, Vice President



Michael McGill (Apr 20, 2022 13:22 PDT)

Mike McGill, Labor Negotiator

Apr 22, 2022

Date

Apr 22, 2022

Date

Apr 20, 2022

Date

Signature: *Aggie Nesh*

Email: anesh@lagunabeachcity.net