

SIDE LETTER OF AGREEMENT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE OAKLEY POLICE OFFICERS ASSOCIATION AND THE CITY OF OAKLEY

This Side Letter of Agreement is entered into by and between the Oakley Police Officers Association and the City of Oakley effective July 1, 2022. The items listed in this Agreement shall supersede any provisions included in the current Memorandum of Understanding (MOU). The parties agree to the following Terms and Conditions:

9.1 Holidays

The following holidays are recognized as regular holidays for pay purposes. Regular full-time employees are entitled to receive eight (8) hours of holiday pay at a rate of one and one half (1.5) times their base hourly rate. Holiday pay may be used to increase the employee’s compensatory time off accrual bank.

The City will observe the following holidays:

- December 31st- New Year's Eve Day
- January 1st- New Year's Day
- Third Monday in January- Martin Luther King Jr. Day
- Third Monday in February- President's Day
- March 31st – Cesar Chavez Day
- Last Monday in May - Memorial Day
- June 19th- Emancipation Day
- July 4th - Independence Day
- First Monday in September - Labor Day
- November 11th- Veteran's Day
- Fourth Thursday in November- Thanksgiving Day
- Fourth Friday in November- Day After Thanksgiving
- December 24th - Christmas Eve Day
- December 25th - Christmas Day

An employee who wishes to be excused from work in observance of a religious holiday (not listed as a "Regular Holiday for Pay Purposes") shall request approval of such absence from the Police Chief. If approved, such time off shall be charged against the employee's accumulated compensatory time or vacation leave.

City of Oakley

Oakley Police Officers' Association

DocuSigned by:

Joshua McMurray

12/22/2022

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Joshua McMurray, City Manager

Date

DocuSigned by:

Tyler Radcliffe

12/22/2022

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Tyler Radcliffe, President

Date