

SIDE LETTER
BETWEEN THE CITY OF BRENTWOOD
AND
THE BRENTWOOD POLICE OFFICERS' ASSOCIATION

The City of Brentwood ("City") and the Brentwood Police Officers' Association ("BPOA"), having met and conferred over the terms described herein, have mutually agreed to the following modifications to the 2021-2024 and 2024-2027 Memorandum of Understandings ("MOU") between the City and Brentwood Police Officers' Association.

SECTION IX LEAVE OF ABSENCE

Holidays

- 9.1 Employees shall receive credit for thirteen (13) holidays per year. Holiday pay is compensation for employees who are normally required to work on an approved holiday because they work in positions that require scheduled staffing without regard to the holiday.

Holidays will be recognized by the City as follows:

- | | |
|--------------------------------------|---|
| 1) January 1 (New Year's Day) | 8) Veteran's Day |
| 2) Martin Luther King Jr.'s Birthday | 9) Thanksgiving Day |
| 3) Presidents' Day | 10) The Friday following Thanksgiving Day |
| 4) Memorial Day | 11) December 24 |
| 5) June 19 (Juneteenth) | 12) December 25 |
| 6) July 4 (Independence Day) | 13) December 31 |
| 7) Labor Day | |

For holidays on or before December 31, 2024, the thirteen (13) holidays per year shall be computed on an eight point six two (8.62) hours of pay at the straight time rate consisting of a maximum of one hundred twelve (112) hours per year. Holiday compensation shall be based on the calendar year with the first fifty-six (56) hours of holiday time to be paid in one lump sum in a regular payroll check to employees during the second pay period in May, covering the time period of January 1, 2024 through June 30, 2024. The second fifty-six (56) hours of holiday time is to be paid in one lump sum in a regular payroll check to eligible employees during the second pay period in November, covering the period of July 1, 2024 through December 31, 2024.

New employees hired after the November 2024 lump sum payment and prior to the commencement of the semi-monthly payments beginning January 2025 will receive a pro-rated lump sum share(s) of paid holiday time payable in the second payroll of December 2024 to be calculated at the rate of 8.62 hours of straight time for each recognized holiday that falls between the hire date and December 31, 2024. A pro-rated lump sum share of

holiday time will be deducted from an employee's final check from the City to be calculated at the rate of 8.62 hours of straight time for each recognized holiday that falls between the separation date and December 31, 2024.

Effective January 1, 2025, in lieu of paid time off for holidays, employees shall receive eight point six two (8.62) hours of pay at the straight time rate for each City recognized holiday, totaling 112 hours of holiday pay per year. Holiday pay shall be paid semi-monthly in conjunction with the City's regular pay periods in an amount equal to 4.67 hours of straight-time pay.

FOR THE BRENTWOOD POLICE OFFICERS'
ASSOCIATION

FOR THE CITY OF BRENTWOOD

Aaron Peachman, BPOA President

G. Harold Duffey, City Manager

Michael Gibson, BPOA Vice President