

**AGREEMENT BETWEEN THE CITY OF SAN DIEGO AND
SAN DIEGO POLICE OFFICERS ASSOCIATION TO AMEND
ARTICLE 8 OF THE MEMORANDUM OF UNDERSTANDING RELATED TO CITY HOLIDAYS AND
FLOATING HOLIDAYS**

The City of San Diego (City) and the San Diego Police Officers Association (POA), collectively referred to as the "Parties," enter into this Agreement to amend Article 8 of the Parties' Memorandum of Understanding (MOU) that was approved by the San Diego City Council (Council) by San Diego Resolution R-315582 (June 11, 2024).

The following facts support this Agreement:

- A. On July 30, 2024, the City provided notice to POA regarding its proposed amendments to the Personnel Manual, Index Code: H-2, to conform the holiday provisions to negotiated and approved MOUs.
- B. On September 12, 2024, at POA's request, the Parties met to discuss POA's proposed changes to the MOU at Article 8, section A, regarding holiday names, and section E to address the need to clarify that the floating holiday hours must only be used for a single-day absence and that some POA-represented employees, who work 12 hour days, need to receive 12 hours of credit for their floating holiday.
- C. The Parties met and conferred in good faith and reached this Agreement, which is tentative until approved by the Council, to amend the MOU to describe the holidays associated with January 1, July 4, and December 25 by their names, as well as the dates. The Parties further agreed to allow POA-represented employees to accrue floating holiday credits equal to the hours worked in the employee's regularly scheduled shift up to 12 hours, which must be used as a one-time absence. If approved by the Council, this Agreement will take effect on November 11, 2024. The Civil Service Commission will consider the proposed amendments to Personnel Manual, Index Code: H-2 following the Council's determination of this Agreement.

The Parties agree to the following:

1. The Parties have satisfied all obligations under the Meyers-Milias-Brown Act, Council Policy 300-06, and other applicable laws and regulations to meet and confer in good faith on the subject of this Agreement.
2. Article 8, Section A, will be amended to read:
 - A. City Holidays.
 1. The City recognizes the following holidays, which are referred to in this Article as fixed or actual holidays:
 - a. January 1, known as "New Year's Day;"
 - b. Third Monday in January, known as "Dr. Martin Luther King Jr.'s Birthday;"
 - c. Third Monday in February, known as "Presidents' Day;"
 - d. March 31, known as "Cesar Chavez Day;"

AGREEMENT BETWEEN THE CITY AND POA TO AMEND ARTICLE 8 OF THE MOU RELATED TO CITY HOLIDAYS AND FLOATING HOLIDAY

Page 2

- e. Last Monday in May, known as “Memorial Day;”
 - f. June 19, known as “Juneteenth;”
 - g. July 4, known as “Independence Day;”
 - h. First Monday in September, known as “Labor Day;”
 - i. November 11, known as “Veteran’s Day;”
 - j. Fourth Thursday in November, known as “Thanksgiving Day;”
 - k. December 25, known as “Christmas Day;” and
 - l. Every day appointed by City Council for a public fast, thanksgiving or holiday.
2. If January 1, March 31, June 19, July 4, November 11, or December 25 falls on a Sunday, the following Monday is the City-observed holiday. And if any of these dates falls on a Saturday, the preceding Friday is the City-observed holiday.
3. Article 8, Section E will be amended to read:

E. Floating Holiday.

Effective November 11, 2024, in each fiscal year covered by the term of this MOU, each eligible employee available for a duty assignment on July 1 (as defined in [Personnel Manual Index Code H-2](#)) will accrue credit for **hours of holiday time equal to the hours worked in the employee’s regularly scheduled shift up to twelve hours**. Each employee accruing such time will schedule their floating holiday to comply with the following conditions:

1. **The floating holiday hours may only be used for a one-day absence;**
 2. Employee must schedule the floating holiday prior to June 1;
 3. Employees have until June 30th to use the floating holiday; and
 4. The floating holiday must be taken at a time convenient to the employee’s appointing authority.
4. This Agreement is not binding on the Parties until it is approved by a two-thirds vote of the City Council, in accordance with San Diego Charter section 11.2.
 5. The Parties agree that the Civil Service Commission may consider amendments to Personnel Manual Index Code: H-2 to conform to this Agreement.

This Agreement is executed by the following authorized representatives of the Parties:

AGREEMENT BETWEEN THE CITY AND POA TO AMEND ARTICLE 8 OF THE MOU RELATED TO CITY HOLIDAYS AND FLOATING HOLIDAY

Page 3

For POA

By: Bradley M. Fields
Brad Fields
Lead Negotiator

Date: 10/4/2024

For the City of San Diego

By: [Signature]
Timothy Davis
Lead Negotiator

Date: 10/30/2024

By: [Signature]
Abby Jarl-Veltz
Deputy Director, Human Resources
Department

Date: 10/30/24

By: [Signature]
Erik Hanson
Senior Human Resources Officer,
Human Resources Department

Date: 10/29/2024

Approved as to form this 4th day of November, 2024.

MARA W. ELLIOTT, City Attorney

By: [Signature]