

**LETTER OF AGREEMENT  
TO THE 2023-2026 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF  
DOWNEY AND THE DOWNEY PUBLIC SAFETY AUXILIARY ASSOCIATION  
EFFECTIVE: 7/25/23**

This letter memorializes an agreement reached between the City of Downey ("City") and the Downey Public Safety Auxiliary Association ("DPSAA") to change the 2023-2026 Memorandum of Understanding ("MOU") entered into between the City and DCEA-DPSAA. All other terms and conditions of the existing MOU shall remain in full force and effect. The changes are as follows:

**Article XI, Section 1 (A) shall be revised with the following:**

**ARTICLE XI**

**Section 1. Sick Leave Conversion at Retirement, Death or Change to Part-Time Status**

A. An employee who is separating employment from the City by way of CalPERS retirement, or an employee with twenty (20) or more years of full-time service with the City who transitions to part-time status (subject to department head approval), shall be eligible to deposit the value of unused accumulated sick leave hours at the regular rate of pay earned at the time of retirement up to the maximum of one thousand nine hundred (1,900) hours to the City's Retirement Health Savings (RHS) Plan to cover reimbursable medical expenses in accordance with IRS regulations.


IT IS SO AGREED:

CITY OF DOWNEY

  
\_\_\_\_\_  
Roger Bradley, City Manager

DATE: 7/26/2023

DOWNEY PUBLIC SAFETY AUXILIARY ASSOCIATION

  
\_\_\_\_\_  
Lee Cole, President

DATE: 7/26/23