

**LETTER OF AGREEMENT
TO THE 2023-2025 MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF
DOWNEY AND THE DOWNEY POLICE OFFICERS' ASSOCIATION
EFFECTIVE: 12/12/23**

This letter memorializes an agreement reached between the City of Downey ("City") and the Downey Police Officers' Association ("DPOA") to change the 2023-2025 Memorandum of Understanding ("MOU") entered into between the City and DPOA. All other terms and conditions of the existing MOU shall remain in full force and effect. The changes are as follows:

Article VI, Section 1 shall be revised with the following:

ARTICLE VI

HOLIDAYS

Section 1. Employees covered by this Agreement shall receive twelve (12) days pay each year, which shall be compensated as follows:

1. New Year's Day
2. Martin Luther King's Birthday
3. Washington's Birthday (President's Day)
4. Memorial Day
5. Independence Day
6. Labor Day
7. Veteran's Day
8. Thanksgiving Day
9. Day after Thanksgiving
10. Day before Christmas
11. Christmas Day
12. New Year's Eve

IT IS SO AGREED:

DATE: 1-12-24

CITY OF DOWNEY



Roger Bradley, City Manager

DOWNEY POLICE OFFICERS' ASSOCIATION



Ralph Diaz, President