

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

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

**Article VII, Section 1 and 2 shall be revised with the following:**

**ARTICLE VII**

**HOLIDAYS**

**Section 1.** In lieu of receiving holidays off, each fifty-six (56) hour employee covered by this Memorandum of Understanding shall receive one hundred forty-four (144) hours off with pay each year that shall be scheduled in accordance with Fire Department Administrative Policy, Volume 1, Chapter 3, Section 9 herein incorporated by reference. Holiday hours may be accumulated. As an option to using their holiday time, employees may cash in their holiday time by giving sufficient notice to the Fire Chief and the Finance Department.

**Section 2.** Employees assigned to a forty (40) hour schedule will receive twelve (12) holidays per year. For each holiday, the employee will receive eight (8) hours of holiday pay if the holiday falls on the employee's scheduled work day and eight (8) hours of compensatory time if the holiday falls on a day the employee is not scheduled to work. Actual holidays will be those days on which City Hall is closed in recognition of the holiday.

IT IS SO AGREED:

DATE: 01/17/2024

CITY OF DOWNEY



Roger Bradley, City Manager

DOWNEY FIREMEN'S ASSOCIATION



Richard Hernandez, President