

**SIDE LETTER AGREEMENT BETWEEN  
THE CARLSBAD POLICE MANAGEMENT ASSOCIATION  
AND THE CITY OF CARLSBAD  
RELATING TO HOLIDAYS**

The City of Carlsbad (hereinafter referred to as “city”) and the Carlsbad Police Management Association (hereinafter referred to as the “CPMA”) entered into a Memorandum of Understanding (“MOU”) with a term beginning on January 1, 2022 and terminating on December 31, 2024. The city and CPMA are collectively referred to herein as the “Parties.” The Parties now enter into this Side Letter of Agreement (“Agreement”) as an amendment to the MOU.

Background and Overview

This Agreement relates to recognition of Indigenous Peoples’ Day in lieu of Columbus Day as a city paid holiday.

The Parties have satisfied their obligations to meet and confer in good faith in accordance with the Meyers-Miliias-Brown Act (“MMBA”).

Based on the above, the city has proposed and the CPMA has agreed to modify Article 25.2 of the CPMA MOU to state the following:


25.2 The holiday schedule for the term of this agreement is as follows:

- |                               |   |
|-------------------------------|---|
| New Year’s Day                | <del>Columbus</del> Indigenous Peoples’ Day |
| Martin Luther King’s Birthday | Veterans Day                                |
| President’s Day               | Thanksgiving Day                            |
| Memorial Day                  | Thanksgiving Friday                         |
| Independence Day              | Christmas Day                               |
| Labor Day                     |   |

Date: 11/7/2022

  
\_\_\_\_\_  
REID SHIPLEY, PRESIDENT, CARLSBAD POLICE  
MANAGEMENT ASSOCIATION

Date: 16 DEC 22

  
\_\_\_\_\_  
SCOTT CHADWICK, CITY MANAGER,  
CITY OF CARLSBAD

Date: 12/15/2022

  
\_\_\_\_\_  
Approved as to form, CITY ATTORNEY