



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

The City of Carlsbad (hereinafter referred to as "city") and the Carlsbad Police Officers' Association (hereinafter referred to as the "CPOA") entered into a Memorandum of Understanding ("MOU") with a term beginning on January 1, 2022 and terminating on December 31, 2024. The city and CPOA 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.

Based on the above, the city has proposed and the CPOA has agreed to modify Article 34.2 of the CPOA MOU to state the following:

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

- |                               |                                  |
|-------------------------------|----------------------------------|
| New Year's Day                | Columbus 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: 12/1/2022

James Willis  
JAMES WILLIS, PRESIDENT, CARLSBAD POLICE OFFICERS' ASSOCIATION

Date: 16 Dec 22

[Signature]  
SCOTT CHADWICK, CITY MANAGER, CITY OF CARLSBAD

Date: 12/15/2022

Cindie K. McMahon  
Approved as to form, CITY ATTORNEY