

1 **WHEREAS**, this payroll procedure will take effect in the first pay period of 2026
2 (December 22, 2025 - January 4, 2026); and
3

4 **WHEREAS**, minor edits were made to update the names of holidays in the holiday
5 listing included in Section 7 – Holiday Pay to reflect their current designations; and
6

7 **WHEREAS**, the City of Albany and APOA have met and conferred in good faith.
8

9 **NOW, THEREFORE, BE IT RESOLVED**, that the Albany City Council hereby
10 authorizes the execution of the Side Letter Agreement attached hereto as Exhibit A regarding
11 modification to Section 7 – Holiday Pay of the APOA MOU effective November 1, 2024,
12 through October 31, 2028.
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16 **ROBIN D. LÓPEZ, MAYOR**

17 **ATTACHMENT:**

18 Exhibit A – Side Letter Agreement Effective 11/1/2024 – 10/31/2028
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SIDE LETTER

BETWEEN

CITY OF ALBANY

AND

ALBANY PEACE OFFICERS' ASSOCIATION

CONCERNING HOLIDAY PAY COMP TIME

October 3, 2025

This Side Letter reflects an agreement between the City of Albany ("City") and the Albany Peace Officers' Association, ("APOA"), and collectively, "the Parties."

The Parties agree to amend Section 7 of the Memorandum of Understanding ("MOU") between the City and APOA, effective December 22, 2025. The revision to Section 7, as listed below, shall be made effective the first full pay period following execution by the Parties.

Section 7 – Holiday Pay (BlueLine Version)

~~In lieu of having time off for holidays,~~ All employees covered by this Memorandum of Understanding experience required schedule staffing without regard to holidays. As such, employees are regularly scheduled to work on holidays as a part of their normal full-time schedule. In lieu of having time off for holidays, employees shall be entitled to additional compensation equivalent to one (1) regular day of pay in observance of the following approved holidays:

- | | |
|---|--|
| 1. January 1 | New Year's Day |
| 2. the 3 rd Monday in January | Martin Luther King Jr. Day |
| 3. the 2nd Monday in February | Lincoln's Birthday |
| 3. the 3 rd Monday in February | Presidents' Day |
| 4. the last Monday in May | Memorial Day |
| 5. <u>June 19</u> | <u>Juneteenth Day</u> |
| 6. July 4 | Independence Day |
| 7. the 1 st Monday in September | Labor Day |
| 8. September 9 | Admission Day |
| 9. the 2 nd Monday in October | Columbus Day <u>Indigenous Peoples' Day</u> |
| 10. November 11 | Veterans Day |
| 11. Thanksgiving Day | Thanksgiving Day |
| 12. the day following Thanksgiving Day | Day after Thanksgiving |
| 13. and December 25. | Christmas Day |

As herein used, one (1) regular day of pay will consist of compensation at the straight-time hourly rate of pay multiplied by ten (10) hours for each such holiday. Employees will receive five (5) hours of holiday pay each pay period (13 holidays X 10 hours = 130 hours per year. 130 hours per year / 26 pay periods = 5 hours per pay period). ~~Employees may elect to have five (5) hours of compensatory time off each pay period, in lieu of payment as noted above~~

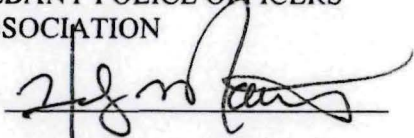
Permanent part-time employees as defined in Section 5.2 (1) of this Memorandum of Understanding will be paid on a pro-rated basis depending upon their designated hours of work, for the holidays defined in Section 7 above.

Should the State and Federal governments change the date on which any of the holidays are to be celebrated, the City's schedule shall be modified accordingly. However, if only one of these entities makes the change, no modification in the schedule will result.

IN WITNESS WHEREOF, the parties hereby have executed this Side Letter.

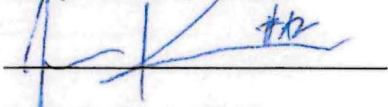
ALBANY POLICE OFFICERS'
ASSOCIATION

By



Holly Matthew, APOA

By



Justin Kurland, APOA

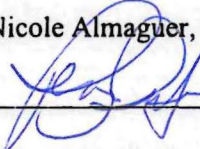
CITY OF ALBANY

By



Nicole Almaguer, City Manager

By



Penny Ha, Human Resources Director

RATIFIED BY THE CITY COUNCIL

Dated: December 1, 2025

By



Anne Hsu, City Clerk



City of Albany

1000 San Pablo Avenue • Albany, California 94706
(510) 528-5710 • www.albanyca.org

RESOLUTION NO. 2025-73

PASSED AND APPROVED BY THE COUNCIL OF THE CITY OF ALBANY,

The 1st day of December, 2025, by the following votes:

AYES: Council Members Hansen-Romero, Jordan, McQuaid, Miki and

Mayor López

NOES: none

ABSENT: none

ABSTAINED: none

RECUSED: none

WITNESS MY HAND AND THE SEAL OF THE CITY OF ALBANY, this 2nd
day of December 2025.

Anne Hsu
CITY CLERK

*Albany is committed to providing a healthy, safe, and accessible city,
and strives to lift every voice in our community.*