

City of Piedmont
COUNCIL AGENDA REPORT

DATE: October 6, 2025

TO: Mayor and Council

FROM: Rosanna Bayon Moore, City Administrator

SUBJECT: Consideration of a Resolution Approving a Side Letter Agreement Revising Section 9.1 of the Memorandum of Understanding between the City of Piedmont and the Piedmont Police Officers' Association by designating Juneteenth as a paid holiday

RECOMMENDATION

It is recommended that the City Council move to approve the attached Resolution Approving a Side Letter Agreement Revising Section 9.1 of the Memorandum of Understanding ("MOU") between the City of Piedmont and the Piedmont Police Officers' Association ("POA") by designating Juneteenth as a paid holiday.

BACKGROUND

The City and the POA entered into a Memorandum of Understanding (MOU) with a term beginning on July 1, 2025 and ending on June 30, 2029. Section 9.1 of the MOU designates paid holidays for members of the POA. Currently, there are thirteen designated holidays (including an employee's birthday and a floating holiday).

If approved, the side letter agreement will revise Section 9.1 of the MOU by designating Juneteenth (June 19) as an additional paid holiday for POA members.

CITY ATTORNEY REVIEW

The City Attorney has reviewed the staff report.

FISCAL CONSIDERATIONS

Adding Juneteenth as a paid holiday for POA members will result in a modest, recurring cost associated with holiday premium pay for officers required to work on that day. Based on the average holiday premium pay in the last year, the estimated annual cost is estimated at approximately \$3,500. This cost can be absorbed within the Police Department's existing budget.

ATTACHMENTS

1. Resolution Approving a Side Letter Agreement Between the City of Piedmont and the Police Officers' Association Revising the Memorandum of Understanding Between the Parties by Designating Juneteenth as a Paid Holiday

By: Stacy A. Jennings, Human Resources Administrator

RESOLUTION NO. _____

RESOLUTION APPROVING A SIDE LETTER AGREEMENT BETWEEN THE CITY OF
PIEDMONT AND THE POLICE OFFICERS' ASSOCIATION REVISING THE
MEMORANDUM OF UNDERSTANDING BETWEEN THE PARTIES BY DESIGNATING
JUNETEENTH AS A PAID HOLIDAY

WHEREAS, the memorandum of understanding ("MOU") between the City of Piedmont ("City") and the City's Police Officers' Association ("POA") currently designates thirteen paid holidays (including an employee's birthday and a floating holiday), but does not currently designate Juneteenth (June 19) as a paid holiday;

WHEREAS, the City has agreed to designate Juneteenth as a paid holiday to members of POA;
and

WHEREAS, the City and the POA met and conferred in good faith in accordance with the provisions of the Meyers-Milias-Brown Act of the California Government Code and have agreed to a Side Letter Agreement amending the MOU designating Juneteenth (June 19) as a paid holiday.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Piedmont does hereby resolve, declare, determine and order as follows:

SECTION 1. The above recitals are correct and are incorporated into this resolution as findings of the City Council.

SECTION 2. The Side Letter Agreement amending the memorandum of understanding between the City of Piedmont and the City's Police Officers' Association, designating Juneteenth as a paid holiday attached hereto as Exhibit "A", is approved.

[END OF RESOLUTION]

**AMENDMENT TO A MEMORANDUM OF UNDERSTANDING
BETWEEN THE
CITY OF PIEDMONT
AND THE
PIEDMONT POLICE OFFICERS ASSOCIATION**

RELATING TO SECTION 9.1 HOLIDAYS OBSERVED

The City of Piedmont (“City”) and the Piedmont Police Officers Association (“PPOA”) are parties to a Memorandum of Understanding (“MOU”) regarding terms and conditions of employment of the City employees in the Police Officers Unit. The term of the MOU is July 1, 2025 through June 30, 2029.

The City wishes to add Juneteenth as a City declared holiday. To achieve this, the City and PPOA agree that Section 9.1, Holidays Observed, of the PPOA July 1, 2025 – June 30, 2029, MOU, shall be amended as follows:

SECTION 9 - HOLIDAYS

9.1 Holidays Observed

The following shall be observed as paid holidays:

January 1	New Year’s Day
Third Monday in January	Martin Luther King, Jr. Birthday
Third Monday in February	President’s Day
Last Monday in May	Memorial Day
June 19	Juneteenth
July 4	Independence Day
First Monday in September	Labor Day
November 11	Veterans Day
Fourth Thursday in November	Thanksgiving
Friday after Thanksgiving	
December 24	Christmas Eve Day
December 25	Christmas Day
Employee’s Birthday	May be celebrated on another day upon prior approval of the Chief.
Floating Holiday	To be mutually agreed to in advance by Police Chief and employee.

All other terms and conditions of the MOU remain unchanged.

Agreed and entered into on September 29, 2025

PIEDMONT POLICE OFFICERS
ASSOCIATION

CITY OF PIEDMONT

Signed by:
By _____
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Tyler Petit
PPOA Vice President

Signed by:
By _____
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Rosanna Bayon Moore
City Administrator