

Side Letter Agreement between
City of Folsom
and
City of Folsom Fire Department Middle Management Employees (CFFDMME)
Regarding Holiday In Lieu

Article VI, Section 5 of the Memorandum of Understanding ("MOU") between the Parties is rescinded and replaced with the following:

5. HOLIDAY PAY

A. The following holidays shall be observed by the City:

- 1) New Year's Day (January 1)
- 2) Martin Luther King Day
- 3) President's Day (Washington's Birthday)
- 4) Memorial Day
- 5) Independence Day
- 6) Labor Day
- 7) Veterans Day
- 8) Thanksgiving Day
- 9) Friday following Thanksgiving Day
- 10) December 24
- 11) Christmas Day
- 12) December 31


B. Employees who are normally required to work on the holidays listed in subsection A shall receive a 6% Holiday Pay differential. Holiday Pay shall be multiplied by the employee's salary step and paid each pay period. Holiday Pay shall be compensable for retirement (PERS) purposes.

C. Any employee with Holiday Leave credits accrued under prior agreements may use those credits in the same manner as Annual Leave.

This Side Letter memorializes and constitutes the entire agreement between the parties as to all matters referred to and included herein and supersedes and replaces all prior negotiations, proposed discussion, whether written or oral. The MOU shall remain in full force and effect except as specifically modified in this Side Letter.

This Side Letter becomes effective upon the date of the last signature below.

City of Folsom



Bryan Whitemyer, City Manager

Date: 10/2/25

City of Folsom Fire Department Middle Management Employees (CFFDMME)



Brian Beck, CFFDMME Representative

Date: 10-1-2025