

**SIDE LETTER AGREEMENT BETWEEN THE CITY OF EL SEGUNDO AND THE EL SEGUNDO FIREFIGHTERS' ASSOCIATION, IAFF, LOCAL 3682 (ESFA)**

This Side Letter of Agreement ("Agreement") between the City of El Segundo ("City") and the El Segundo Firefighters' Association ("ESFA") (hereinafter referred to as the "Parties") is entered into with respect to the following:

**WHEREAS**, the Parties have entered into a Memorandum of Understanding ("MOU") for the term of May 21, 2024 through June 30, 2028; and

**WHEREAS**, the prior MOU with a term of October 1, 2018 through September 30, 2021 and the current MOU have the same language regarding Accumulation and Annual Payment of holiday hours with the exception that the current MOU was updated to provide that payment would be made by the City through direct deposit;

**WHEREAS**, the MOU for the term October 1, 2018 through September 30, 2021 was the operative MOU until the Parties reached agreement on the successor MOU for the term May 21, 2024 through June 30, 2028;

**WHEREAS**, the City wishes to clarify that payment of the one-hundred forty-four (144) hours represents the following twelve (12) City observed holidays: New Year's Day (January 1<sup>st</sup>), Martin Luther King, Jr. Day (3<sup>rd</sup> Monday in January), Presidents' Day (3<sup>rd</sup> Monday in February), Memorial Day (last Monday in May), July 4<sup>th</sup>, Labor Day (1<sup>st</sup> Monday in September), Veteran's Day (November 11<sup>th</sup>), Thanksgiving Day (4<sup>th</sup> Thursday in November), the Friday after Thanksgiving Day, Christmas Eve (December 24<sup>th</sup>), Christmas (December 25<sup>th</sup>), and New Year's Eve (December 31<sup>st</sup>);

**WHEREAS**, clarification of the observed holidays in the MOU is intended to comply with the applicable statutes under the Public Employees' Retirement Law ("PERL"), Government Code 20636, and the California Code of Regulations ("CCR") Section 571;

**WHEREAS**, this clarification shall retroactively to apply to the MOU for the term October 1, 2018 through September 30, 2021 and the MOU for the term May 21, 2024 through June 30, 2028;

**WHEREAS**, the following sets forth the Parties' Agreement:

Employees who work shifts and are regularly required to work holidays shall accumulate holiday pay at the rate of one hundred forty-four hours per year in lieu of holidays. Employees who are assigned to work shifts but are not working shifts because they are assigned to work a light duty assignment or placed on temporary total disability (IOD) shall continue to accumulate one hundred forty-four hours per year in lieu of holiday

Side Letter Between the City of El Segundo and ESFA- Holiday Pay

pay based on the assigned light duty or IOD schedule. Employees who terminate employment shall be paid holiday pay on a pro rata basis.

*Employees assigned to suppression will be paid twelve (12) hours of holiday in lieu pay for each of the holidays as they occur:*

*New Year's Day (January 1<sup>st</sup>)  
Martin Luther King, Jr. Day (3<sup>rd</sup> Monday in January)  
Presidents' Day (3<sup>rd</sup> Monday in February)  
Memorial Day (last Monday in May)  
July 4<sup>th</sup>  
Labor Day (1<sup>st</sup> Monday in September)  
Veteran's Day (November 11<sup>th</sup>)  
Thanksgiving Day (4<sup>th</sup> Thursday in November)  
Friday after Thanksgiving Day  
Christmas Eve (December 24<sup>th</sup>)  
Christmas (December 25<sup>th</sup>)  
New Year's Eve (December 31<sup>st</sup>)*

Holiday pay shall be reported to CalPERS as compensation in the pay period in which the holiday falls at the employee's rate at the time the holiday is earned. Employees shall be paid the holiday pay at the employee's rate of pay via direct deposit annually, inclusive of November holidays, but no later than on or about December 10.

Sick leave payout for eligible members shall be paid via direct deposit annually, but no later than on or about December 10.

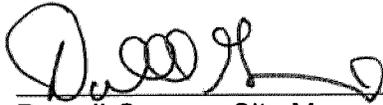
Utilizing the eligibility pay criteria above, when an employee is eligible to receive holiday pay (known as Holiday Credit), the payment of holiday pay shall be at the regular rate of pay (~~Article 25.02~~) which includes the employee's base salary plus all remuneration required to be in the regular rate of pay under the Fair Labor Standards Act.

This agreement between the Parties will become retroactively effective October 1, 2018 after approval and adoption by the City Council of the City of El Segundo.

***Signatures on the next page.***

Side Letter Between the City of El Segundo and ESFA- Holiday Pay

**FOR THE CITY OF EL SEGUNDO**



Darrell George, City Manager

Jan. 27, 2026

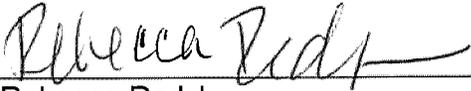
Date



Ryan Allee, Acting Fire Chief

1/27/2026

Date

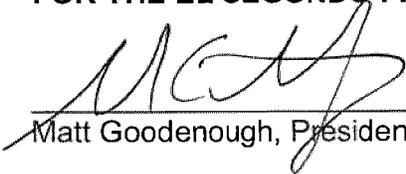


Rebecca Redyk  
Director of Human Resources & Risk Management

1/27/2026

Date

**FOR THE EL SEGUNDO FIREFIGHTER'S ASSOCIATION**



Matt Goodenough, President

1/27/2026

Date