

**MEMORANDUM OF UNDERSTANDING  
TO AMEND A PORTION OF THE MEET AND CONFER AGREEMENT  
BETWEEN THE CITY OF MCKINNEY, TEXAS AND THE MCKINNEY POLICE  
ASSOCIATION**

**This Memorandum of Understanding ("MOU")** is entered into by and between the City of McKinney ("City"), Texas and the McKinney Police Association, ("Association"), collectively referred to as the "Parties," for the purpose of amending a portion of the current Meet and Confer Agreement dated effective October 1, 2021.

**1. PURPOSE**

The purpose of this MOU is to amend Article X – Holiday Buy Back Program, Section 1. Eligibility and Section 2. Buy Back Maximum of the Meet and Confer Agreement between the Parties.

**2. AMENDED PROVISION**

Effective October 1, 2025, the Parties agree that Article X – Holiday Buy Back Program, Section 1. Eligibility shall be amended to read as follows:

“Any Police Officer who is/was in a patrol position that requires/required him/her to report to duty on a holiday within the prior year, and who has successfully completed his/her probationary period shall be eligible to participate in the holiday buy back program.”

Effective October 1, 2025, the Parties agree that Article X – Holiday Buy Back Program, Section 2. Buy Back Maximum shall be amended to read as follows:

“Police Officers participating in the holiday buy back program may sell back any accrued, unused holiday hours contained in their annual accrual of holiday leave time during the declaration period. A maximum of four (4) workdays (as determined by the Police Officer’s work shift as of December 31 of any year) of unused holiday time can be carried over to the next calendar year.”

**3. FULL FORCE AND EFFECT**

All other terms and conditions of the Meet and Confer Agreement not expressly modified by this MOU shall remain in full force and effect.

**4. RATIFICATION**

This MOU is subject to ratification by the City Council and by a majority vote of the Association membership. Upon ratification, this MOU shall become effective as of the date stated above.

**5. SIGNATURES**

IN WITNESS WHEREOF, the Parties hereto have executed this Memorandum of Understanding to be effective as of the date last signed below.

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**For the City of McKinney:**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**For the McKinney Police Association**

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_