

**Letter of Agreement
Stanislaus County
And
County Attorneys Association**

Whereas, Stanislaus County (County) and the County Attorneys Association (CAA) entered into the current Memorandum of Understanding (MOU) on July 1, 2021; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 14; and

Whereas, the Memorandum of Understanding under Article 14 (C) authorizes that only the immediate days of morning or a holiday declared by the President of the United States and the Governor of California will be considered County holidays in addition to the specific list of holidays already listed in the County Code; and

Whereas, President Biden on June 17, 2021, signed the Juneteenth National Independence Day Act, making Juneteenth a federal holiday in the United States; and

Whereas, California Governor Newsom on September 29, 2022, approved Assembly Bill 1655 which adds Juneteenth to the list of state holidays; and

Whereas, the County worked to bring forward an update to County Code 3.48, Holidays to the Board of Supervisors to memorialize and harmonize the treatment of Christmas Eve as a full-day holiday; and

Whereas, the Board of Supervisors amended County Code 3.48, Holidays on April 25, 2023, to include Christmas Eve (December 24th) and Juneteenth (June 19th); and

Therefore, to align the MOU with County Code 3.48, Holidays, the language in Article 14, Sections A - C will be updated as follows:

A. Designated Holidays

The County recognizes the following holidays, which are valued at eight (8) hours each (for a total of 96 hours). This is for the actual recognized holiday and not the County designated holiday. Holiday time taken off is on an hour-for-hour basis.

- January 1, New Year's Day
- The third Monday in January, Martin Luther King Day
- The third Monday in February, President's Day
- The last Monday in May, Memorial Day
- June 19th, Juneteenth National Independence Day
- July 4, Independence Day
- The first Monday in September, Labor Day
- November 11, Veterans Day
- November ____, (the Thursday designated as Thanksgiving Day)

- The day after Thanksgiving Day
- December 24, Christmas Eve
- December 25, Christmas Day

When January 1st, June 19th, July 4th, November 11th or December 25th fall on a Sunday the holiday shall be observed on the following Monday.

When January 1st, June 19th, July 4th, or November 11th fall on a Saturday the holiday shall be observed on the preceding Friday.

B. Working on a Holiday

Employees who work on a holiday will receive equivalent vacation time credit. Equivalent vacation time credit will also apply when a holiday falls on a Saturday for those working regular weekday schedules.

C. County Holiday Policy


The parties agree that only the immediate days of mourning or holiday declared by the President of the United States and the Governor of California for which Federal and State offices are closed will be considered County holidays in addition to the specific list of holidays already present in the County Code.

All other terms and conditions remain unchanged in, Article 14 of the CAA Memorandum of Understanding.

This agreement will be finalized and effective immediately after signatures by all parties. The letter of agreement will remain effective through the term of the current MOU expiring June 30, 2025 with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:

For CAA:


Jody Hayes (Jun 23, 2023 08:38 PDT)

Jody Hayes, CEO

Michael Scheid

Michael Scheid, CAA President