

**Letter of Agreement
Stanislaus County
And
Stanislaus County Deputy Probation Officers Association**

Whereas, Stanislaus County (County) and Stanislaus County Deputy Probation Officers Association (SCDPOA) entered into the current Memorandum of Understanding (MOU) on July 1, 2020; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 11; and

Whereas, the Memorandum of Understanding under Article 11 (C) authorizes that only the immediate days of morning or a holiday declared by the President and Governor will be considered County holidays in addition to the specific list of holidays already presented 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 11, Section A through C will be updated as follows:

A. Designated Holidays

All employees shall be entitled to the following observed holidays, which shall be credited or charged as vacation time at the rate of eight hours per observed holiday or at a rate that is proportionately equal as prescribed in Section 3.32.010 of the County Code:

- 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 19, Juneteenth National Independence Day
- July 4th, 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

The parties recognize that the Department is a 365 day operation. As such, employees may be scheduled to work on actual and/or County observed holidays. For the purposes of clarification, employees whose normal work schedule is Monday through Friday (Saturday and Sunday off) will use the observed County holiday. Employees on shift schedules will use the actual holiday. No employee shall receive both the actual holiday and the County observed holiday as either pay or credit.

Employees who are required to work as determined by their work schedule, and approved by their supervisor, on an observed holiday listed above shall be compensated at a rate of time-and-one-half for all hours worked.

Employees who are required to work as determined by their work schedule, and approved by their supervisor, on an observed or actual holiday applicable to their assigned work schedule listed above shall be entitled to equivalent vacation time off up to the maximum value of the individual holiday.

If January 1, New Year's Day; June 19th, Juneteenth; July 4th, Independence Day; November 11th, Veterans' Day; or December 25th, Christmas Day, fall on a Sunday, the Monday following shall be observed as the holiday.

If January 1, July 4th, June 19th, or November 11th occurs on a Saturday the preceding Friday shall be observed as the holiday.

When an observed holiday falls on the employee's regularly scheduled day off, the department may flex the employee's work schedule for the week of the holiday. If the employee's work schedule is not flexed and the employee is not required to work on the holiday, the employee shall be credited with vacation time up to the maximum value of the individual holiday.

Section B will be removed from Article 11.

C. County Holiday Policy


The parties agree that only the immediate days of mourning or holiday declared by the President and Governor 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 11 of the SCDPOA Memorandum of Understanding.

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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, 2024 with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:


Jody Hayes (Jun 19, 2023 20:18 PDT)

Jody Hayes, CEO

For SCDPOA:

Bryan Ousby
Bryan Ousby (Jun 7, 2023 10:51 PDT)

Bryan Ousby, SCDPOA