

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

Whereas, Stanislaus County (County) and Stanislaus County Probation Correction Officers Association (SCPCOA) entered into the current Memorandum Understanding on July 1, 2021; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 12; and

Whereas, the Memorandum of Understanding under Article 12 (E) 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 as holidays observed by the County; 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 24<sup>th</sup>) and Juneteenth (June 19<sup>th</sup>); and

Therefore, to align the MOU with County Code 3.48, Holidays, the language in Article 12, Section E will be updated as follows:

E) COUNTY HOLIDAY POLICY

1) Holidays – Dates Observed

January 1, New Year's Day  
The third Monday in January, Martin Luther King Day  
The third Monday in February, Washington's Birthday  
The last Monday in May, Memorial Day  
June 19, Juneteenth National Independence Day  
July 4, Independence Day  
The first Monday in September,  
Labor Day November 11,  
Veteran's Day  
November, (The Thursday designated as Thanksgiving Day)  
The day after Thanksgiving Day  
December 24, Christmas Eve  
December 25, Christmas Day

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 as holidays observed by the County.

2) New Year's Day

The Parties agree employees working on 11:00 pm to 7:00 am on December 31<sup>st</sup> will receive (8) hours of holiday credit for New Year's Day. Employees scheduled to work from 11:00 pm January 1st to 7:00 am January 2<sup>nd</sup> will not be eligible for holiday credit.

3) Time and One Half for Holidays


The County agrees that any authorized work performed by bargaining unit members on one (1) of the observed holidays listed above shall be compensated consistent with current policy, and an additional half time compensation shall be granted.


All other terms and conditions remain unchanged in, Article 12 of the SCPCOA 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:

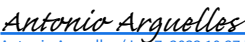
For SCPCOA:

  
Jody Hayes (Jun 19, 2023 20:22 PDT)

  
daniel evans (Jun 11, 2023 06:11 PDT)

Jody Hayes, CEO

Daniel Evans, SCPCOA President

  
Antonio Arguelles (Jul 7, 2023 10:27 PDT)

Antonio Arguelles, SCPCOA Labor Representative