

**Letter of Agreement
Stanislaus County
And
Stanislaus Regional Emergency Dispatchers Association**

Whereas, Stanislaus County (County) and the Stanislaus Regional Emergency Dispatchers Association (SREDA) entered into the current Memorandum of Understanding (MOU) on March 29, 2020; and

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

Whereas, the Memorandum of Understanding under Article 11 (A) authorizes that only the immediate days of mourning or holiday declared by the President and Governor 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 11, Section A through D will be updated as follows:

A. County Holidays Declared by the President and Governor

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

B. Combining Optional Holiday Time with Vacation

The parties recognize that on December 31, 1983, any optional holiday time was combined with vacation benefits. The rate of accrual of vacation hours was increased on January 1, 1984 by 16 hours of "special" vacation time each calendar year in lieu of optional holiday time. See sub-division G.1 of this section for vacation accrual rates.

Optional holiday time on the books as of December 31, 1983 for an employee, was "frozen" on the books and may be:

1. taken as time off,
2. cashed out with the approval of the employee, the department head and the County Auditor-Controller, or
3. may be cashed out upon the employee's termination.

C. Certain Holiday Compensation

The County agrees that any work performed by bargaining unit members on one of the following holidays shall be compensated consistent with current policy, and an additional half time compensation shall be granted. The holidays designated for such additional half time compensation shall be January 1, New Years Day; Martin Luther King JR's Birthday; Presidents Day; June 19, Juneteenth National Independence Day; July 4, Independence Day; Memorial Day; Labor Day; Veterans Day, November 11; Thanksgiving Day; the day after Thanksgiving; December 24, Christmas Eve and December 25, Christmas Day. The additional half time compensation may be accrued as compensatory time of in lieu of being paid in cash. Employees may elect to choose accrual as comp time if their total accrued vacation hours are less than 225 hours. If the employee has more than 225 accrued vacation hours, the employee may choose comp time however, this shall be at the discretion of the department head. All compensatory time off shall be aged on a twelve month cycle.

Effective December 3, 2002 all holidays shall be paid in cash to the employee.

Section D will be removed from Article 11.

All other terms and conditions remain unchanged in, Article 11 of the SREDA 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 March 28, 2025, with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:

For SREDA:


Jody Hayes (Jun 19, 2023 20:21 PDT)

Jody Hayes, CEO


Daniel Phillips (Jun 18, 2023 22:10 PDT)

Daniel Phillips, SREDA President