

**Letter of Agreement
Stanislaus County
And
Stanislaus Sworn Deputies Association**

Whereas, Stanislaus County (County) and Stanislaus Sworn Deputies Association (SSDA) entered into the current Memorandum of Understanding (MOU) on July 1, 2020; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 7; and

Whereas, the Memorandum of Understanding under Article 7.1 (C) authorizes that only the immediate days of mourning or holiday declared by the President and Governor shall be County holidays; 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 7, Section 7.1, A through F will be updated as follows:

- A. The County recognizes the following holidays, which are valued at eight (8) hours each (for a total of 96 hours). Holiday time taken off is on an hour-for-hour basis.

January 1, New Year's Day
Third Monday in January, Dr. Martin Luther King Jr. Day
Third Monday in February, President's Day
Last Monday in May, Memorial Day
June 19, Juneteenth National Independence Day
July 4, Independence Day
First Monday in September, Labor Day
November 11, Veterans' Day
Thursday in November designated as Thanksgiving Day
Day after Thanksgiving Day
December 24, Christmas Eve
December 25, Christmas Day

- B. Only the immediate days of mourning or holiday declared by the President and Governor for which Federal and State offices are closed shall be County holidays in addition to the


specific list of holidays above. The County may add holidays or additional hours beyond the minimums set forth in this Agreement.

- C. Employees must be in paid employment status on the day before and the day after a holiday in order to receive holiday pay or holiday credit.
- D. If January 1st, June 19th, July 4th, November 11th, or December 25th occurs on a Sunday, the following Monday shall be observed as the holiday for employees assigned to a 5-2 (Saturday and Sunday off) work schedule.
- E. If January 1st, June 19th, July 4th, November 11th, or December 25th occurs on a Saturday, the preceding Friday shall be observed as the holiday for employees assigned to a 5-2 (Saturday and Sunday off) work schedule.

All other terms and conditions remain unchanged in, Article 7 of the SSSA 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 December 31, 2024 with intent by both parties to memorialize the updated language in the subsequent MOU.

For the County:


Jody Hayes (Jun 19, 2023 20:24 PDT)

Jody Hayes, CEO

For SSSA:


Randon Kirkbride (Jun 12, 2023 12:05 PDT)

Randon Kirkbride, SSSA President