

**Letter of Agreement
Stanislaus County
And
Stanislaus County Sheriff's Supervisors Association**

Whereas, Stanislaus County (County) and Stanislaus County Sheriff's Supervisors Association (SCSSA) entered into the current Memorandum of Understanding (MOU) on July 1, 2021; and

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 10; and

Whereas, the Memorandum of Understanding under Article 10 (A) authorizes that only the immediate days of morning 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 10, Section A will be updated as follows:

A. County Holiday Policy

1. The County recognizes the following holidays, which are valued at eight (8) hours each:


New Year's Day, January 1st
Third Monday in January, Martin Luther King Day
Third Monday in February, Washington's Birthday
Last Monday in May, Memorial Day
Juneteenth National Independence Day, June 19th
Independence Day, July 4th
First Monday in September, Labor Day
Veterans Day, November 11th
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve, December 24th
Christmas Day, December 25th

2. Only the immediate days of mourning or holiday declared by the President and Governor for which Federal and State office are closed shall be County holidays in addition to the specific list of holidays above.
3. 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.
4. If January 1st, June 19th, July 4th or November 11th 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.
5. Employees who are required to work as determined by their work schedule on a recognized holiday as listed above in Section 10.A.1 shall be compensated at a rate of time-and-one-half for all hours worked on the recognized holiday.
6. Employees who are required to work as determined by their work schedule on a recognized holiday as listed above in Section 10.A.1 shall be credited with equivalent vacation time up to the maximum value of the individual holiday.
7. When a recognized holiday falls on the employee's regularly scheduled day off and the employee is not required to work, the employee shall be credited with vacation time up to the maximum value of the individual holiday.
8. Employees shall be considered "working the recognized holiday" based upon the start date of their shift.
9. For purposes of determining holiday credit and time-and-one-half pay for holidays, employees on a 5-2 (Saturday and Sunday off) work schedule will use the observed holiday while employees on shift schedules (12-hour shifts) will use the actual holiday.


All other terms and conditions remain unchanged in, Article 10 of the SCSSA 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:


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

For SCSSA:


Francisco Soria (Jun 11, 2023 12:35 PDT)
 Francisco Soria, SCSSA President


Antonio Arguelles (Jun 7, 2023 10:28 PDT)
 Antonio Arguelles, SCSSA Labor Representative

