

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

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

Whereas, the Memorandum of Understanding recognizes observed holidays under Article 8; and

Whereas, the Memorandum of Understanding under Article 8 (A) authorizes that only the immediate days of morning or a 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 December 24th 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 8, Sections 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 unless otherwise noted.


New Year's Day, January 1st
The third Monday in January, Martin Luther King Day
The third Monday in February, Washington's Birthday
The 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
The 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 offices are closed shall be County holidays in addition to the specific list of holidays above.
3. If January 1st, July 4th, June 19th, 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, July 4th, June 19th, 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 8-A-1 shall be credited with equivalent vacation time up to the maximum value of the individual holiday.
6. 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.
7. Employees shall be considered "working the holiday" based upon the start date of their shift.

All other terms and conditions remain unchanged in, Article 8 of the SCSMA 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 20:22 PDT)

Jody Hayes, CEO

For SCSMA:


Fidel M Landeros (Jun 6, 2023 13:30 PDT)

Fidel Landeros, SCSMA President


Antonio Arguelles (Jun 7, 2023 10:26 PDT)

Antonio Arguelles, SCSMA Labor Representative