

**ADDENDUM # 1
TO THE
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
THE LAW ENFORCEMENT MANAGEMENT ASSOCIATION
IN THE
LAW ENFORCEMENT MAANGEMENT UNIT**

Revise Section 10.1 as follows:

**ARTICLE X
HOLIDAYS**

10.1 HOLIDAYS

- a. All regular employees shall be entitled to such holidays with pay as enumerated herein. All holidays proclaimed by the Governor, other than Thanksgiving Day, shall not be deemed County holidays unless affirmatively made so by resolution of the Board of Supervisors.
 - (1) The holidays are: January 1, the third Monday in January, February 12, the third Monday in February, March 31, the last Monday in May, June 19, July 4, the first Monday in September, the second Monday in October, November 11, Thanksgiving Day, day after Thanksgiving, and December 25.
 - (2) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the Monday following as a holiday with pay.
 - (3) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Saturday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the preceding Friday as a holiday with pay.
- b. It is the intent of the parties that County employees shall take off from work the Fridays enumerated herein except where the needs of the service require otherwise.
- c. Regular employees who work in a unit for which the normal work schedules include Saturdays, Sundays, and holidays shall be granted one

(1) day off for every four (4) weeks in lieu of prescribed holidays. Such time off shall be designated in the employee's regular work schedule. If not scheduled and taken every four (4) weeks, such time shall accrue at the rate of (4.3) hours for each biweekly pay period. Effective December 18, 2022, the accrual rate shall increase to (4.6) hours for each biweekly pay period.

- d. Each employee shall be allowed four (4) hours off work with pay on the last working day before Christmas or the last working day before New Year's. If the employee is unable, because of the needs of the service, to take such time off, he/she shall be credited with four (4) hours compensatory time off. This benefit shall be prorated for part-time employees.

This Addendum shall become effective on December 18, 2022 and remain in full force and effect to and including June 30, 2025.

12/12/2022
Date

Law Enforcement Management Association:

County of Sacramento:



Todd Thiessen, President



Lisette Fong, Labor Relations
Representative



Jose J. Cuervo, Labor Relations Consultant

DANIEL KOGNIZ