



A Tradition of Stewardship
A Commitment to Service

County Executive Office
Human Resources Division

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April 8, 2022

Side Letter Agreement to the Parties' Memoranda of Understanding Dated October 8, 2019 through September 30, 2022 concerning the Juneteenth Holiday

This Side Letter memorializes the agreement between Napa County and the Deputy Sheriffs' Association Law Enforcement and Law Enforcement Supervisory Unit to amend Article 11.0 of the October 8, 2019 through September 30, 2022 Memoranda of Understanding ("MOU"). The Parties agreed to amend Article 11.1 to add June 19 (Juneteenth) as a paid holiday as follows:

11.0 Holidays

11.1 The following holidays apply to employees in this this unit. However, some employees shall be required to work on these holiday so that County services are provided.

1. January 1 (New Year's Day)
2. The third Monday in January (Martin Luther King Jr.'s Birthday)
3. February 12 (Lincoln's Birthday)
4. The third Monday in February (Washington's Birthday)
5. The last Monday in May (Memorial Day)
6. **June 19 (Juneteenth)**
7. July 4 (Independence Day)
8. The first Monday in September (Labor Day)
9. September 9 (Admission day)
10. The second Monday in October (Columbus Day)
11. November 11 (Veteran's Day)
12. The fourth Thursday in November (Thanksgiving Day)
13. The day following Thanksgiving Day

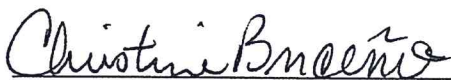
14. December 25 (Christmas Day)
15. Every day appointed by the President of the United States or the Governor of the State of California for a public holiday, thanksgiving, or fast when by its terms:
 - (a) By the terms of such appointment, such day will not occur thereafter on an annual basis and such day is also observed by employees of the State of California pursuant to a collective bargaining agreement between the State of California and SEIU, Local 1000 or its successor organization or when;
 - (B) By the terms of such appointment, such day will thereafter recur on an annual basis and such day may be observed following meeting and conferring and mutual agreement by the County and the Union, provided that if such a holiday is mutually agreed upon, then it shall only be observed if the Board of Supervisors formally approves the holiday.

Except as to Article 11.1.14(a), in the event any of the above holidays fall upon a Sunday, the Monday following is a holiday in lieu thereof.

Except as to Article 11.1.14(a), in the event any of the above holidays fall upon a Saturday, the Friday preceding is a holiday in lieu thereof.

This Side Letter constitutes the Parties full and complete agreement to amend Article 11.1 of their MOU. There are no changes to the MOU other than those described in this Side Letter.

For Napa County



Christine Briceño
Director of Human Resources

For Deputy Sheriff's Association



Kyle Eddleman, President
Deputy Sheriffs' Association
Law Enforcement Unit/
Law Enforcement Supervisory Unit