

**ADDENDUM # 1
TO THE
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
UNITED PUBLIC EMPLOYEES
IN THE
OFFICE-TECHNICAL UNIT**

This Addendum #1 is to the 2022-2025 Agreement between the County of Sacramento and the United Public Employees, covering all employees in the Office-Technical Unit as follows:

1. Amend Section 7.21, **Longevity**, to state the following:

7.21 Longevity

Beginning June 19, 2022, permanent employees who reach ten (10) years of full-time service shall receive a 2.5% differential. Less than full-time permanent employees shall become eligible upon working the equivalent of ten (10) years of full-time service.

2. Add Subsection (e) to Section 8.1, **Holidays**, to state the following:

8.1 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) Such holidays shall include:
 - (a) January 1 - New Year's Day
 - (b) Third Monday in January - Martin Luther King, Jr's. Birthday
 - (c) February 12 - Lincoln's Birthday
 - (d) Third Monday in February - Washington's Birthday (observed)
 - (e) March 31 - Cesar Chavez Day
 - (f) Last Monday - Memorial Day in May
 - (g) July 4 - Independence Day
 - (h) First Monday in September - Labor Day
 - (i) Second Monday in October - Columbus Day
 - (j) November 11 - Veterans' Day
 - (k) Fourth Thursday in November - Thanksgiving Day

- (l) Day after Thanksgiving
- (m) December 25 - Christmas Day

- (2) When January 1, February 12, March 31, 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, July 4, November 11, or December 25 falls 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.
- (4) 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.

b. 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 every four (4) weeks in lieu of prescribed holidays. Such time off shall be designated in the employees' regular work schedules. If not scheduled and taken every four (4) weeks, such time shall accrue at the rate of 4.3 hours each biweekly pay period. The appointing authority shall have complete and sole discretion to determine the date or dates on which the employees shall be required to take off all or part of accrued holiday-in-lieu (HIL) time and the appointing authority shall have complete and sole discretion to assign such time off except as outlined below.

- (1) The appointing authority will give the employees at least seven (7) days' notice when scheduling HIL time.
- (2) The appointing authority will not assign employees off on HIL time for more than ten (10) hours per pay period unless employees are taking a vacation of more than ten (10) hours, in which case the appointing authority can assign the employees off on HIL time instead of vacation time for as much time as the appointing authority deems necessary. It is not the intent of this section to cause employees who have reached their maximum vacation accrual to lose vacation when scheduling HIL time. The maximum accrual of HIL time for a twelve-month period is one hundred and four (104) hours. Cash payment shall be made for HIL time in excess of one hundred and four (104) hours.

c. Except as provided in Subsection b., regular employees required to work on a holiday shall receive overtime compensation in addition to holiday pay.

d. Employees 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 employees are unable, because of the needs of the service, to take such time off, they shall be credited with four (4) hours compensatory time off. This time off, or compensatory time off, shall be pro-rata for part-time employees.

e. Contingent upon agreement with all recognized employee organizations, the above holidays shall be modified to include a Juneteenth Holiday, with observance on June 19th. Should this change become effective, the biweekly HIL accrual in Section 8.1 (b) would increase to 4.6 hours per pay period.

This addendum shall remain in full force and effect to and including June 30, 2025.

6/14/22
Date

United Public Employees
Office-Technical Unit



Ted Somera,
Executive Director

County of Sacramento



Adrian Johnson
Labor Relations Officer