

**ADDENDUM # 2  
TO THE  
2022-2025 AGREEMENT  
BETWEEN  
COUNTY OF SACRAMENTO  
AND  
ENVIRONMENTAL MANAGEMENT SPECIALISTS OF SACRAMENTO COUNTY  
REPRESENTING THE ENVIRONMENTAL SPECIALISTS, SUPERVISORY AND NON-  
SUPERVISORY UNITS**

*Revise Section 8.5 as follows:*

**ARTICLE 8  
HOLIDAYS**

**8.5 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 observed
- (c) February 12 - Lincoln's Birthday
- (d) Third Monday in February - Washington's Birthday observed
- (e) March 31 – Cesar Chavez Observance

(f) Last Monday in May - Memorial Day

(f)(g) June 19 - Juneteenth

(g)(h) July 4 - Independence Day

(h)(i) First Monday in September- Labor Day

(i)(j) Second Monday in October - Columbus Day

(j)(k) November 11 - Veterans' Day

~~(k)(l)~~ Fourth Thursday in November - Thanksgiving Day

~~(j)(m)~~ Day after Thanksgiving

~~(m)(n)~~ December 25 - Christmas Day

- (2) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees 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 falls on Saturday, regular employees 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.

~~(5) — Contingent upon agreement with all recognized employee organizations, the above holidays shall be modified to include a Juneteenth Holiday with observance on June 19th.~~

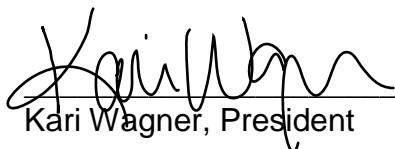
b. Regular employees required to work on a holiday shall receive overtime compensation in addition to holiday pay.

c. 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, he/she shall be credited with four (4) hours compensatory time off. This benefit shall be prorated for part-time employees.

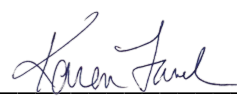
This Addendum shall become effective on December 18, 2022 and remain in full force and effect to and including June 30, 2025.

12/20/2022  
Date

EMSSC:

  
Kari Wagner, President

County of Sacramento:

  
Karen Farrel, Labor Relations  
Representative