

**AMENDMENT OF THE 2022-2025 MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SAN LUIS OBISPO
AND THE DEPUTY COUNTY COUNSEL ASSOCIATION (DCCA)
(BARGAINING UNIT 12)**

The County and DCCA agree that Article 12, Section 9 *Holidays* is hereby amended to read as follows:

12.9 Holidays

12.9.1 County Code Section 2.44.070, Holidays and Time Off, providing for the terms and conditions controlling use of paid holidays for all permanent and probationary employees of this Unit during the term of this Agreement shall be continued. The County's holidays for this Unit shall be:

1. January 1 (New Year's Day);
2. The third Monday in January (Martin Luther King Day);
3. February 12 (Lincoln's Birthday);
4. The third Monday in February (Washington's Birthday);
5. The last Monday in May (Memorial Day);
6. July 4 (Independence Day);
7. First Monday in September (Labor Day);
8. The fourth Friday in September (Native American Day);
9. November 11 (Veterans Day);
10. That day in November designated as Thanksgiving Day;
11. The Friday in November immediately following the day designated as Thanksgiving Day;
12. December 25 (Christmas Day);
13. All other days as may be proclaimed by the County's Board of Supervisors.

12.9.2 The parties agree that on May 24, 2005, the Board of Supervisors established a personal leave day (8 hours) for DCCA represented employees in exchange for elimination of Admissions Day (September 9) as a paid holiday. Effective for the start of fiscal year 2019/20, an additional personal leave day (8 hours) was established for DCCA

represented employees. The personal leave days will be allowed to be used at any time during the current fiscal year and available personal leave will be displayed on individual employees' leave statement. Part-time employees shall take personal leave on the same pro rata basis as their part-time schedule bears to the full work schedule of their department. These personal leave days cannot be accrued and will be lost unless utilized during the fiscal year.

12.9.3 The Association also acknowledges that County retains the right to change, amend, or repeal any County Code provision subject to any legally required meet and confer requirements which will replace County Code referenced above.

For the County:

For DCCA:



Mark Zeltmann
for Tami Douglas-Schatz



Tami Douglas-Schatz,

Brian Stack,

Management Representative

DCCA President

Dated: 5/22/23

Dated: 5/10/23

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL

County Counsel



By: Jenna Morton, Chief Deputy County Counsel

Dated: 5/25/23