

**AMENDMENT OF THE 2022-2025 MEMORANDUM OF UNDERSTANDING  
BETWEEN THE COUNTY OF SAN LUIS OBISPO AND  
THE SAN LUIS OBISPO COUNTY SHERIFFS MANAGERS' ASSOCIATION (SLOCSMA)  
(BARGAINING UNIT 15)**

The County and SLOCSMA agree that Article 18 *Holidays* is hereby amended to read as follows:

**18. HOLIDAYS**

**18.1 County Code Reference and Exceptions**

18.1.1 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 Years 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.

18.1.2 The parties agree that on May 24, 2005, the Board of Supervisors established a personal leave day (8 hours) for SLOCSMA represented employees in exchange for elimination of Admissions Day (September 9) as a paid holiday. The personal leave day will be allowed to be used at anytime 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. This personal leave day cannot be accrued and will be lost unless utilized during the fiscal year.

18.1.3 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.

Attachment K

18.1.4 The County reserves the right to update County Code 2.44.070, Holidays and Time Off, to provide that the holiday designated as Lincoln's Birthday shall be observed on a Monday or a Friday of the week on which the holiday falls.

For the County:

For SLOCSMA:



Tami Douglas-Schatz,

Management Representative

Mark Zeltmann  
for Tami Douglas-Schatz



Nathan Paul,

SLOCSMA President

Dated: 5/22/23

Dated: 5/9/2023

APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL

County Counsel



By: Jenna Morton, Chief Deputy County Counsel

Dated: 5/25/23