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March 5, 2024
Regular Meeting
Item #7b. - Updated
resolution



R24-__

**A RESOLUTION OF THE MONO COUNTY BOARD OF SUPERVISORS
ESTABLISHING THE COUNTY HOLIDAY OF JUNETEENTH
AND MODIFYING THE METHOD OF IMPLEMENTING
THE COUNTY'S EXISTING CHRISTMAS EVE HOLIDAY**

WHEREAS, as a result of labor negotiations between the County and the Mono County Public Employees' bargaining unit (MCPE), the County agreed to recognize Juneteenth (June 18) as a County holiday and to modify the method of implementing the existing Christmas Eve holiday so that that day shall be a paid holiday regardless of when it falls; and

WHEREAS, Mono County's established County holidays are set forth in Section 210 of the Personnel Rules applicable to the County's employee bargaining units (the "Personnel Rules") and in the Management Benefits Policy applicable to at-will, management level employees; and

WHEREAS, subsection B of Section 210 provides that the Board of Supervisors may add, eliminate, or modify the designated holidays by resolution; the Management Benefits Policy may be similarly amended; and

WHEREAS, the Board of Supervisors now wishes to amend the Personnel Rules applicable to all bargaining units, and the Management Benefits Policy applicable to unrepresented at-will employees, to establish the holiday of June 19th ("Juneteenth"), and to modify the method of implementing the existing holiday of Christmas Eve to provide for a paid day off in every year for that day;

NOW, THEREFORE, the Board of Supervisors of the County of Mono hereby finds and resolves that:

SECTION ONE: The Mono County Personnel Rules applicable to all employee bargaining units shall be amended as set forth below:

A. Section 210.B.11 of the Mono County Personnel Rules is hereby amended to read as follows:

"11. The 24th Day of December, known as "Christmas Eve Day." If the 25th Day of December falls on a Saturday, Sunday, or Monday, then the Christmas Eve Day holiday will occur on the last working day preceding the Christmas Day holiday."

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B. Section 210.B.14, which currently reads “Every day appointed by the President or Governor for a public fast, Day of Thanksgiving, or holiday when such day applies to California Counties.” Shall be renumbered as section 210.B.15.

C. A new Section 210.B.14 is hereby added and shall read as follows:

“14. July 18th, known as “Juneteenth”.

SECTION TWO: The Mono County Management Benefits Policy, most recently adopted by Resolution R20-56, shall be amended as set forth below:

A. A new Article 12 shall be added which reads as follows:

“ARTICLE 12. HOLIDAYS

Covered employees shall be entitled to the same County holidays as provided to represented employees. In the event of a difference between the holidays provided to the County’s various bargaining units, covered employees shall be entitled to those holidays provided to any bargaining unit.

B. Existing Articles 12 and 13 shall be renumbered as Articles 13 and 14, respectively.

SECTION THREE: Certain employees receive Holiday Pay in lieu of paid days off on County holidays. Those employees shall continue to receive Holiday Pay as set forth in the applicable Memorandum of Understanding, rather than paid days off for established County holidays.

PASSED, APPROVED and ADOPTED this 5th day of March 2024, by the following vote, to wit:

- AYES:**
- NOES:**
- ABSENT:**
- ABSTAIN:**

John Peters, Chair
Mono County Board of Supervisors

ATTEST:

APPROVED AS TO FORM:

Clerk of the Board

County Counsel