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The County also wishes to increase the amount of holidays on the Holiday Schedule for employees of the LCSMA. To achieve this, the LCSMA and the County agree that effective May 7, 2019, Section 4.4 of the LCSMA Calendar Year 2019 MOU or any successor agreement shall be adjusted as follows:

4.4. COUNTY DECLARED HOLIDAYS

4.4.1 Holidays Defined

The following days during the contractual period shall be declared as holidays and compensated as such for employees in the represented classifications:

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| 1) | New Year's Day | January 1 |
| 2) | Martin Luther King Day | Third Monday in January |
| 3) | President's Day | Third Monday in February |
| 4) | Memorial Day | Last Monday in May |
| 5) | Independence Day | July 4 |
| 6) | Labor Day | First Monday in September |
| 7) | Columbus Day | Second Monday in October |
| 8) | Veterans Day | November 11 |
| 9) | Thanksgiving Day | Fourth Thursday in November |
| 10) | Day After Thanksgiving Day | Friday Following the Fourth Thursday in November |
| 11) | Winter Holiday | (Monday – Friday of the week December 25th falls on, if December 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23th through 29th of December.) |
| 12) | Any other holiday declared by the Board pursuant to State Law. | |

4.4.2. Holiday Observance

Any holiday, except winter holiday, which falls on a Sunday shall be observed on the following Monday. Any holiday, except winter holiday as stated in Section 4.4.1 (11), which falls on a Saturday shall be observed on the preceding Friday.

This side letter shall apply to the current MOU and any successor agreements, shall be retroactive to January 6, 2019, and shall continue until such time as either:

- 1) a successor MOU is ratified by both the COUNTY and the LCSMA; or
- 2) the COUNTY and the LCSMA agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

LAKE COUNTY SHERIFF'S
MANAGEMENT ASSOCIATION

Chairman, Date
Board of Supervisors

Representative Date
of the LCSMA