

Solano Probation Peace Officer Association

August 17, 2022

Proposal # 11 Units 12 & 15

14. HOLIDAYS

[...]

14.2 Holiday Compensation

[...]

D. For employees other than the Juvenile Correctional Counselor series (entry, journey, senior), ~~w~~When a paid holiday falls on a Saturday, the preceding Friday is a paid holiday. When a paid holiday falls on a Sunday, the Monday following is a paid holiday.

E. Employees in the Juvenile Correctional Counselor series (entry, journey, senior) who are assigned to the 24-hour facility shall receive overtime compensation at the rate of one and one-half times the employee's regular rate of pay for all hours worked on a paid holiday.

[...]

B. Other Paid Holidays Include:

1. Employees excluding the Group Counselor series (entry, journey, and senior) shall receive two (2) paid floating holidays in each calendar year. The timing of an employee's use of the floating holiday shall be subject to advance approval of the department head or ~~his/her~~ designee.

2. a. Special or limited holidays appointed by the President or Governor.

3. b. Such other days in lieu of holidays as the Board of Supervisors may determine.

4. Employees in the Juvenile Correctional Counselor ~~Group Counselor~~ series (entry, journey, ~~and~~ senior) who are assigned to the 24-hour facility shall receive a total of three (3) Floating Holidays annually on January 1st of each succeeding year.

a. Only those employees who have either successfully completed their initial County probationary period are eligible to receive these Floating Holidays.

- b. Employees who successfully complete their initial probationary period between January 1st and June 30th of any given year shall receive one (1) Floating Holiday effective July 1st of that year.
- c. Employees who successfully complete their initial probationary period between July 1st and December 31st of any given year shall not receive any Floating Holidays for that year, but shall receive three (3) Floating Holidays effective January 1st of the succeeding year.
- d. Subject to advance approval by the Department, these holidays may be taken at any time during the calendar year, but must be taken within the calendar year in which they are given. Floating Holidays are to be taken eight (8) hours at a time and are not to be utilized on a partial basis.
- e. Any eligible employee separating from County service who has not taken that calendar year's Floating Holidays shall not receive payment for any Floating Holiday balance.
- f. Part-time employees shall receive Floating Holidays in proportion to the relationship their basic workweek bears to forty (40) hours. The number of hours of entitlement for Floating Holidays earned while employed, as a full-time employee shall not be reduced by virtue of an employee's status being changed to part-time after such entitlements were earned as a full-time employee.
- g. When a Juvenile Correctional Counselor ~~Group Counselor~~ transfers to the 24-hour facility during the calendar year then the employee will receive pro-rata Floating Holidays for number of the full pay periods remaining in the calendar year.
- h. When a Juvenile Correctional Counselor ~~Group Counselor~~ transfers from the 24-hour facility during the calendar year, then the employee's unused Floating Holidays shall be reduced (eliminated) to zero (0) hours.