

- 1) The Retirement Board shall arrange the costs, rates, procedures and time limits to exercise this buy-back option and the actuarial firm retained by the Retirement Board, and administered by the Retirement Deputy.
- 2) Retirement contributions made by or bought back by the employee shall be credited and accrue to the employee's account and become a vested interest of the employee.

C. New Tier for New Employees

SEIU 1021 agrees the County has the right to implement a new, lower tier retirement formula for employees hired after the effective date of the new tier, subject to PEPRA. Prior to the County adopting a new lower tier retirement formula, the County and SEIU Local 1021 will meet and discuss what benefit level(s) the County is considering.

**ARTICLE 12. HOLIDAYS**

1. Holidays

The following are paid holidays. All employees occupying a permanent full-time or permanent part-time position shall receive their regular pay for these holidays:

January 1 <sup>st</sup>	New Year's Day
3 <sup>rd</sup> Monday in January	Martin Luther King's Birthday
3 <sup>rd</sup> Monday in February	Washington's Birthday (President's Day)
Last Monday in May	Memorial Day
July 4 <sup>th</sup>	Independence Day
1 <sup>st</sup> Monday in September	Labor Day
2 <sup>nd</sup> Monday in October	Columbus Day
November 11 <sup>th</sup>	Veteran's Day
4 <sup>th</sup> Thursday in November	Thanksgiving Day
4 <sup>th</sup> Friday in November	Day following Thanksgiving Day
December 25 <sup>th</sup>	Christmas Day

Any additional days designated by the President or the Governor of the State of California and formally recognized by the Board of Supervisors as a holiday, day of thanksgiving, or of public mourning.

2. Holidays on Saturdays or Sundays

When a holiday listed herein above falls on a Saturday, and an employee is not regularly scheduled to work on the Saturday, the preceding Friday is designated as a paid holiday in lieu of a paid holiday on the Saturday.

When a holiday listed herein above falls on a Sunday, and an employee is not regularly scheduled to work on the Sunday, the following Monday is designated as a paid holiday in lieu of a paid holiday on the Sunday.

3. Working on a Holiday

When a holiday listed herein above falls on a Saturday or a Sunday, and an employee occupying a permanent full-time or permanent part-time position works on the holiday because the Saturday or Sunday is part of the employee's regular work schedule, the employee shall receive holiday pay for working on the County recognized holiday.

4. Compensation for Working Holidays

Each permanent full-time or permanent part-time employee shall receive regular holiday pay for those holidays listed herein above. In addition to holiday pay, when a permanent full-time or permanent part-time employee is required to work on a designated holiday, they shall be paid at a rate of one-and-one-half (1 ½) times their salary or shall be granted compensating time off at a rate of one-and-one-half (1 ½) times for every hour worked.

5. No Doubling of Holiday Pay

Nothing contained in this Article shall be construed to result in an employee receiving any consideration, credit, or payment for the same holiday twice.

6. Holiday Contiguous with Pay Status