

**CITY OF TURLOCK  
CONFIDENTIAL EMPLOYEES  
2024-2025 SUCCESSOR SOB LABOR NEGOTIATIONS**

Tentative Agreement

August 27, 2024

The City of Turlock and the Confidential Employees group hereby enter into a tentative agreement to conclude 2024-2025 discussions regarding the Schedule of Benefit Plans and Policies as follows.

**TERM OF AGREEMENT**

July 1, 2024 to June 30, 2027

**1:01 SALARIES**

July 1, 2024

3.5%

July 1, 2025

3%

July 1, 2026

3%

**11:00 HOLIDAYS**

Employees shall have the following City-paid holidays:

- a) Veteran's Day (November 11)
- b) Thanksgiving Day
- c) Day after Thanksgiving
- d) Christmas Day (December 25)
- e) New Year's Day (January 1)
- f) Martin Luther King Day (Third Monday in January)

- g) President's Day (Third Monday in February)
- h) Memorial Day (Last Monday in May)
- i) Juneteenth (June 19)
- j) Independence Day (July 4)
- k) Labor Day (First Monday in September)
- l) Effective 7/1/03 the City agrees to change Columbus Day to a floating holiday for which eight (8) hours of vacation time will be added each July 1<sup>st</sup>. The accrual of these hours shall not affect the vacation cap.
- m) Floating Holidays – On July 1 of each year, sixteen (16) hours will be added to the vacation allowance of each employee. In the event that an employee leaves City service prior to the end of a fiscal year, a pro-rata deduction will be made from any final compensation due the employee.
- n) Day before or after Christmas or New Year's Day – Employees may schedule this holiday as arranged with their supervisor to insure balanced staffing levels.
- o) In the event the holiday falls on Saturday, the preceding Friday shall be observed as the holiday.
- p) In the event the holiday falls on a Sunday, the following Monday shall be observed as the holiday.
- q) Any day of mourning or holiday declared by the Governor or President. In such cases, the time observed will be one-time events, not on-going holidays or days of mourning to be observed in subsequent years. The time specified in the declaration will cause the closing of City offices or an equal amount of hours to be added to vacation time on the books. Employees will be allowed to utilize holiday time under the above-listed provision only if employees of the State of California and/or the Federal Government are not required to work on the "day of mourning" or "holiday declared by the Governor or President."
- r) Employees shall receive 40 hours of "in-lieu" time off. "In lieu" time shall be taken as follows:

**2024: December 23, 26, 27, 30, 31, 2024. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2024.**

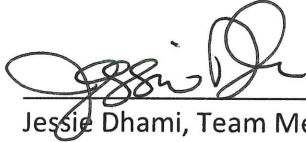
**2025: December 23, 26, 29, 30, 31, 2025. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2025.**

2026: December 23, 28, 29, 30, 31, 2026. The floating holiday designated as the day before or after Christmas or New Year's Day shall be taken on December 24, 2026.

**ON BEHALF OF THE CITY**



Andrew M. Aller, City Negotiator



Jessie Dhami, Team Member

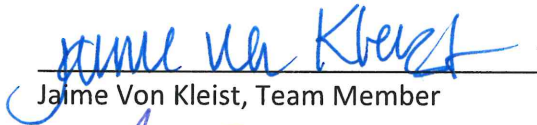
**ON BEHALF OF CONFIDENTIAL EMPLOYEES**



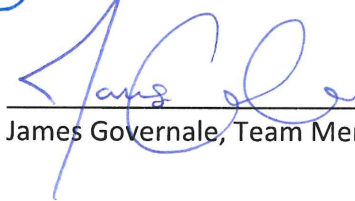
Sara Bickle, Team Member



Julie Miranda, Team Member



Jaime Von Kleist, Team Member



James Governale, Team Member