

HOLIDAY PAY FOR CERTAIN EMPLOYEES WORKING A 4-10 WORK SCHEDULE  
LETTER OF AGREEMENT

The parties to this agreement are Marion County and the Marion County Law Enforcement Association (MCLEA, hereinafter "the Association"). The parties agree to the following concerning holiday pay for certain employees working a 4-10 work schedule:

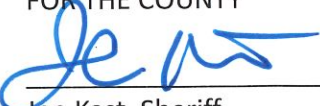
1. The normal work schedule for records employees is a 5-8 schedule, Monday through Friday. The County has agreed to allow these employees to work a 4-10 work schedule.
2. The parties hereby agree that when a holiday, under Article 7 - Holidays, falls on a day that would be the records employee's regular work day if that employee were working their normal 5-8 work schedule, the employee will be granted a day off during that week adjacent to the employee's regular days off. Such employees will not receive holiday pay otherwise required by Section 6 - Regular Day Off (RDO) of Article 7.
3. This memorandum will also apply to any other employees working a 4-10 work schedule by the agreement of the County rather than a 5-8 work schedule.
4. Any dispute between the County and the Association as to the application, interpretation, or meaning of any term of this letter of agreement shall be subject to Article 33 - Settlement of Disputes of the parties' collective bargaining agreement.
5. This agreement is effective through June 30, 2022.

FOR THE ASSOCIATION

  
\_\_\_\_\_  
Jeremy Schwab, Association President

10-26-19  
Date


FOR THE COUNTY

  
\_\_\_\_\_  
Joe Kast, Sheriff

10/29/19  
Date

  
\_\_\_\_\_  
Jan Fritz, Chief Administrative Officer

10/24/19  
Date

  
\_\_\_\_\_  
Colleen Coons-Chaffins, Business Services Director

10-29-19  
Date