

Resolution No. 2025-21

**Exhibit A**

Below represents the changes made to the codified Mission Springs Water District Personnel Rules and Regulations Title 3 – Personnel.

**Section 3.04.020 - Rule 23 District Paid Holidays**

A. With the exceptions provided herein, holidays for employees covered under these Rules, shall be as follows:

- January 1 (New Year's Day)
- Third Monday in January (Martin Luther King, Jr. Day)
- Third Monday in February (Presidents' Day)
- Last Monday in May (Memorial Day)
- July 4 (Independence Day)
- First Monday in September (Labor Day)
- November 11 (Veterans' Day)
- Fourth Thursday in November (Thanksgiving Day)
- Fourth Friday in November (The Friday following Thanksgiving Day)
- December 25 (Christmas Day)

Effective ~~January~~ July 1, 2026

In addition, the District recognizes that employees celebrate many holidays that are not recognized by the District. Therefore, after six (6) full months of service in the initial ~~calendar~~ fiscal year of employment for new employees, and at the beginning of each ~~calendar~~ fiscal year for regular employees, a credit of thirty-six (36) hours of Optional Holiday benefits are given. These hours can be used at the employee's option with prior approval of the employee's supervisor. Employees may only have a maximum of 36 hours of Optional Holiday benefits. At the beginning of each ~~calendar~~ fiscal year, employees who have less than 36 hours of Optional Holiday benefits will be provided with additional benefits to bring their benefits back up to the maximum of 36 total hours for the year. No employee may have more than 36 hours of Optional Holiday benefits each ~~calendar~~ fiscal year.