

Exhibit 3



**SUMMARY OF COMPENSATION AND
TERMS OF EMPLOYMENT**

FOR THE

CONFIDENTIAL EMPLOYEES

EFFECTIVE JULY 1, 2022 through JUNE 30, 2027

SECTION 15 – HOLIDAYS

The City shall observe the following Holidays:

- January 1 - New Year's Day
- 3rd Monday in January - Martin Luther King Birthday
- 3rd Monday in February – President's Day
- Last Monday in May - Memorial Day
- June 19 - Juneteenth
- July 4 – Independence Day
- First Monday in September - Labor Day
- Second Monday in October - Indigenous Peoples' Day/Columbus Day
- November 11 - Veterans' Day
- 4th Thursday in November - Thanksgiving Day
- Day after Thanksgiving Day
- December 24 - Day before Christmas Day
- December 25 - Christmas Day
- December 31 - New Year's Eve Day

The value of each holiday shall be seven and one half (7.5) hours for employees assigned to a 10/75 work schedule, eight and one third (8.33) hours for employees assigned to a 9/75 work schedule, and 9.375 for employees assigned to an 8.75 work schedule.

For employees on an 8/75 Monday through Thursday work schedule, or 9/75 work schedule, should an observed holiday fall on off-Friday, the holiday shall be observed on Thursday.

The City reserves the right to close City department offices approximately between the Christmas and New Year holidays, with exact dates of the closure to be determined by management. Employees in departments affected by the closure may use vacation, Compensatory Time Off, Administrative Leave, or unpaid leave on the non-holiday closure days on which they are scheduled to work.

The holiday closure schedule will be provided to employees by October 1st for the following calendar year.