

# ELDORADO

*at Santa Fe*

1 La Hacienda Loop  
Santa Fe, New Mexico 87508  
Office: (505) 466-4248

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## Eldorado Community Improvement Association, Inc. Staff Paid Holidays Policy

Pursuant to the Restrictions, as supplemented by resolutions adopted from time to time by the Board of Directors, (the "Declaration"), the following resolution is hereby adopted by the undersigned, all being directors of the Eldorado Community Improvement Association, Inc. (the "Association").

**SUBJECT:** Adoption of a Staff Paid Holidays Policy.

**PURPOSE:** To establish a policy to be followed which sets standards and expectations with respect to approved paid time off for holidays.

**AUTHORITY:** The Declaration, Bylaws, and Articles of Incorporation of the Association and New Mexico Law.

**EFFECTIVE DATE:** November 21, 2023

WHEREAS, the Board of Directors for the Association has determined the Association and contracted management staff may benefit from a standardized calendar for paid holiday time off; dates not considered federal holidays.

NOW, THEREFORE, the Board of Directors of Eldorado Community Improvement Association, Inc. adopts the following Staff Paid Holiday Policy:

### Non-Federal Paid Holiday Dates

The Friday following Thanksgiving Day;  
Christmas Eve and New Years Eve; and  
Three additional working days between Christmas Eve and New Years Day to total seven days of paid time off for the end of the year holiday season.

### Federal Paid Holiday Dates

Memorial Day  
4<sup>th</sup> of July  
Labor Day

### Amendment

This Staff Paid Holidays Policy may be amended, supplemented, or repealed from time to time by the Board of Directors.

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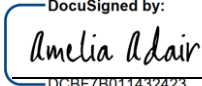
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**PRESIDENT'S CERTIFICATION:**

The undersigned, being the President of the Association, certifies that the foregoing Resolution was adopted by the Board of Directors of the Association on November 28, 2023, and in witness thereof, the undersigned has subscribed his/her name.

By:   
DCBF7B011432423...  
President

Print Name: Amelia J. Adair