

Personnel Rule 1800: County Holidays: *Amendments Proposed October 8, 2019*

1801 HOLIDAYS - Holidays observed by the County shall be as set forth below:

- A. January 1 (New Year's Day)
- B. The third Monday in January (Martin Luther King Day)
- C. The third Monday in February (Washington's Birthday)
- D. The last Monday in May (Memorial Day)
- E. July 4 (Independence Day)
- F. The first Monday in September (Labor Day)
- G. The second Monday in October (~~Columbus Day~~ **Indigenous Peoples' Day**)
- H. November 11 (Veterans' Day)
- I. The fourth Thursday in November (Thanksgiving Day)
- J. The Friday following the fourth Thursday in November (day after Thanksgiving)
- K. ~~December 24 (The day before Christmas)~~ **Reserved.**
- L. ~~December 25 (Christmas Day)~~ **Winter Holiday (Monday – Friday of the week December 25th falls on, if December 25th falls on a weekday. If December 25th falls on a Saturday or Sunday, the 23rd through the 29th of December.**
- M. Any other holiday declared by the Board pursuant to State law

1802 HOLIDAY OBSERVANCE - Any holiday which falls on a Sunday shall be observed on the following Monday. Any holiday which falls on a Saturday shall be observed on the previous Friday. County solid waste and library facilities shall be closed on recognized holidays falling on Saturday or Sunday.

1803 HOLIDAYS WORKED - When an employee is required to work on an observed holiday, he/she shall be compensated for the eight (8) hour holiday in addition to straight time for the actual hours worked. The department head may in lieu of the pay for the holiday provide equivalent time off within the succeeding sixty (60) day period.

1804 HOLIDAYS FOR 4/10 SHIFT - Employees regularly assigned to a 4-day/10-hour work schedule shall receive eight (8) hours compensation for each holiday. If requested by the employee to work an additional two (2) hours at straight time for each holiday and be credited with ten (10) hours compensation including holiday pay for the holiday not worked. Such time shall be worked during the same payroll period containing the holiday. The use of approved vacation leave or compensatory time off may also be allowed to augment the 8-hour holiday in order for the employee to receive ten hours credit for that holiday.