



4.8 Holidays

Perry City will grant 12 paid holidays to all Regular and Introductory Full-time employees; 11 regular set holidays and 1 floating holiday that will be pre-determined by administration at the beginning of the year. The set holidays are listed below:

New Year's Day

Dr. Martin Luther King, Jr. Day

President's Day

Memorial Day

Independence Day

Pioneer Day

Labor Day

Veteran's Day

Thanksgiving

Day after Thanksgiving

Christmas

Perry City will grant paid holiday time off to all eligible employees on the 1st of the month following 30 days of employment. Holiday pay will be calculated for the below listed eligible employee classifications as follows:

Eligible Status	Scheduled Hours Per Week	Hours Accrued Per Holiday
Regular Full-Time	40 hours or more	8
Regular Full-Time	Less than 40 hours	Pro-rata basis
Introductory Full-Time	40 hours or more	8
Introductory Full-Time	Less than 40 hours	Pro-rata basis
Part-Time	25 hours or more	4
Grandfathered Part-Time	20 hours or more	4

A recognized holiday that falls on a Saturday will be observed on the preceding Friday. A recognized holiday that falls on a Sunday will be observed on the following Monday.

If a recognized holiday falls during an eligible employee's regular time off, the holiday time will be given to the employee as a floating holiday to be used within 3 months of the time being earned. Public Safety employees may be paid this time at a straight rate to reduce overtime due to the 24/7 coverage requirements.

If eligible nonexempt employees work on a recognized holiday, they will receive pay for the holiday as detailed above, and pay for hours worked on the holiday at 1 and ½ times their normal hourly rate. Exempt employees will receive pay for the holiday and compensatory time at 1 and ½ times their normal rate for hours worked on the holiday. However, employees must have written authorization from their immediate supervisor prior to working on a holiday.

Paid time off for holidays will not be counted as hours worked for the purposes of determining overtime.

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