

East Lake Tarpon Special Fire Control District



SOG 118 Holidays

Implementation Date: 11/2000

Revision Date(s): 04/26/2016, 03/26/2019

Reviewed Date(s): 1/15/2019

Forms or Attachments: None

Non-Bargaining Employees:

Non-bargaining employees will be allowed holiday leave with pay on the following recognized Fire District holidays:

New Year's Day

Veterans Day

Dr. Martin Luther King Jr. Day

Thanksgiving Day

Memorial Day

Friday after Thanksgiving

Independence Day

Christmas Day

Labor Day

If Christmas or New Year's Day falls on Tuesday or Thursday, the preceding Monday or following Friday will also be recognized as a holiday.

If any recognized holiday falls on a Saturday, the preceding Friday will be observed as a holiday and if any recognized holiday falls on a Sunday, the following Monday will be observed as a holiday.

Floating Holidays

Eligible regular status Fire District employees will be allowed floating holidays with pay on dates selected by the employee each fiscal year as follows:

1. Eligibility:

- a. After the first year of hire, regular status employees will be allowed two floating holidays with pay.
- b. Employees who have completed 25 years of service will be allowed two additional floating holidays beginning with the next fiscal year and each fiscal year thereafter.
- c. New hires into permanent positions will be allowed floating holidays based on their hire date from the beginning of the fiscal year:

- Two floating holidays – hire date from beginning of fiscal year through April 30
- One floating holiday – hire date of May 1 through August 31
- No floating holidays – hire date of September 1 through the end of the fiscal year

Holiday Compensation: (Non-bargaining employees):

Non-bargaining employees on a 56-hour work week shall be compensated an additional ten (10) hours of pay at their regular rate of pay for each of the above Holidays whether worked or not if the employee is in a pay status.

An employee is in a non-pay status if the employee has been suspended without pay or is on a leave without pay such as Family Medical Leave Act.

Employees on a 40-hour work week will have the day off with pay. Should the holiday fall on a weekend day, the employee will have the day off on the weekday closest to the date of the holiday as observed by Fire District employees.