


East Lake Tarpon Special Fire Control District

	<i>SOP 118 Holidays</i>	
	Implementation Date: 11/2000	Revision Date(s): 04/26/2016
		Reviewed Date(s):
	Forms or Attachments: None	

Non-Bargaining Employees

The following holidays shall be observed by all non-bargaining employees:

New Year's Day	Veteran's Day
Dr. Martin Luther King Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas Day
Easter	New Year's Day Eve

Holiday Compensation (Non-Bargaining employees):

A. Shift Employees 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 as long as the employee is in a pay status.

B. 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.

C. Employees on a 40 hour work week will have the day off with pay. This will not apply if the holiday falls on a Saturday or Sunday.