

5.2 HOLIDAYS AND HOLIDAY PAY

The appropriation made by the city council for salaries shall include additional pay for holidays for all full-time employees of the city. City holidays include:

HOLIDAY	DAY/DATE
New Year's Day	January 1st
Martin Luther King Jr. Day	Third Monday in January
President's Day	Third Monday in February
Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19th</u>
Independence Day	July 4th
Labor Day	First Monday in September
Veterans' Day	November 11th
Thanksgiving Day	Fourth Thursday in November
The Day After Thanksgiving	Fourth Friday in November
Christmas Eve	December 24th
Christmas Day	December 25th

In addition, each employee shall be provided an annual holiday on the date of his or her birthday.

In addition to holiday pay, uniformed employees shall be paid their regular rate of pay for all hours worked during a holiday. This additional pay, and holiday pay, shall be paid in one lump sum annually during the second week of December. Holiday pay is defined for purposes of this section as pay for an eight-hour day, regardless of the length of a shift typically worked by the employee.

The City of Tontitown will publish a holiday schedule for the upcoming year. The city reserves the right to change observance of any published holiday.

For civilian employees, when a holiday occurs on a Saturday, it will be observed on the preceding Friday. When a holiday occurs on a Sunday, it will be observed on the following Monday. For uniformed employees, the holiday will be observed on the day on which it falls.