

TENTATIVE AGREEMENT

ARTICLE 8: LEAVES OF ABSENCE

8.8 Elimination of Floating Holidays and Holiday Eve Hours

~~The entitlement to and accrual of floating holiday and holiday eve hours is suspended effective June 30, 2013, and eliminated effective June 30, 2014. (The 2013 savings realized by suspending the entitlement to and accrual of floating holiday and holiday eve hours was credited toward the 3% total compensation reduction negotiated in the 2013-2016 MOU. Effective July 1, 2014, the floating holiday and holiday eve hours are converted to vacation accrual, as shown in Section 8.3.) Hours accrued prior to the elimination of floating holiday hours and holiday eve hours will remain in the Compensatory Bank, and may be taken as time off on a day mutually agreeable to the employee and the Department Head and may not be cashed out. Only an employee who is separated from County service shall be entitled to payment for any remaining hours with the Compensatory Bank at the employee's base hourly rate at the time of the employee's separation.~~

Each regular, full-time employee will be granted eight floating holiday hours effective the first pay period of 2024, 2025, and 2026. The employee must be in paid status on the employee's regularly scheduled workdays before and after using the floating holiday. The timing of the employee's use of the floating holiday shall be subject to advance approval of the Department Head or designee. The floating holiday hours must be taken before the last full pay period of the year, and will not be carried over into the next year. Further, there will be no cash out of floating holiday hours. Floating holiday hours must be taken in no less than 1/10 of an hour increments. Each part-time employee shall be entitled to a prorated number of hours based on allocated FTE at the time of the annual allocation.



County Signature

5/18/23
Date:



ESC Signature

5/18/23
Date: