

Shari Coughenour

From: Jeannie Ferneau
Sent: Thursday, October 6, 2022 10:28 AM
To: Shari Coughenour
Cc: Nan Benson
Subject: Agenda Item Holidays

Nan would like to discuss with possible action on the next board meeting please. 😊

Proposed update to Marshall County observed holidays to match state holiday schedule.
Set 2023 floating holiday for Non Union Employees

Clarification to Marshall County Policy Re: Observed holidays for differences in union and non-union employees

5.2 HOLIDAYS

The following shall be observed holidays for Marshall County **non-union** employees:

- New Year's Day
- **Dr. Martin Luther King, Jr.'s Birthday**
- ~~President's Day — as observed nationally~~
- Memorial Day – as observed nationally
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- The Friday following Thanksgiving
- Christmas Day
- Floating Holiday*

* The floating holiday shall be determined by the Board of Supervisors **for Non-Union Employees. For union employees see applicable union agreement, if union agreement is silent on holidays the non union schedule is to be used.**

Any county employee whether full-time, part-time, or temporary, may be required to work on a holiday if the services of the employee are required for the performance of an essential public service. When a holiday falls on Sunday, the following Monday shall be observed. When a holiday falls on Saturday, the preceding Friday shall be observed. Full-time personnel who are required to work on holidays shall be entitled to an additional day of vacation for each holiday worked, subject to the approval of the Department Head. When a part-time employee works on an observed holiday, they shall be paid at their regular rate.

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