ADOPTED: 6/15/2022
EFFECTIVE: 7/07/2022

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

ORDINANCE NO. 22-023
RELATING TO COUNTY EMPLOYMENT,
AMENDING CHAPTER 3A.06 SCC

BE IT ORDAINED:

Snohomish County Code Section 3A.06.020, last amended by Amended Ordinance No. 20-074 on November 10, 2020, is amended to read:

3A.06.020 Holidays.
A paid legal holiday is any day other than Sunday designated by RCW 1.16.050 as a legal holiday as that statute is constituted on the date of the occurrence of a holiday. An employee who is employed in a regular position of 20 hours per week or more is eligible for paid status on holidays. A maximum of eight hours pay will be paid for each holiday, provided that an employee who is on a work schedule of four 10-hour days mandated by the department head will be entitled to ten hours pay for holidays listed below. If the employee is entitled to no more than eight hours of holiday pay, but works four 10-hour days, the employee may use up to two hours of accrued leave through any combination of compensatory time, vacation leave, or may request pre-authorized additional work, or may take leave without pay. An employee in a regular part-time appointment shall receive holiday pay on a pro-rata basis. The following days are currently recognized as holidays with pay for all eligible employees:

<table>
<thead>
<tr>
<th>Holiday</th>
<th>Date Described</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>First day of January</td>
</tr>
<tr>
<td>Martin Luther King, Jr. Day</td>
<td>Third Monday of January</td>
</tr>
<tr>
<td>Presidents’ Day</td>
<td>Third Monday of February</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Last Monday of May</td>
</tr>
<tr>
<td>Juneteenth</td>
<td>Nineteenth day of June</td>
</tr>
<tr>
<td>Independence Day</td>
<td>Fourth day of July</td>
</tr>
<tr>
<td>Labor Day</td>
<td>First Monday of September</td>
</tr>
<tr>
<td>Veterans’ Day</td>
<td>Eleventh day of November</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Fourth Thursday of November</td>
</tr>
<tr>
<td>Day after Thanksgiving</td>
<td>Day immediately following Thanksgiving Day</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>Twenty-fifth day of December</td>
</tr>
</tbody>
</table>

(1) Floating Holidays. In addition to those holidays specified in this section, employees shall receive two floating holidays (maximum of eight hours each) during each calendar year. An employee who is on a work schedule of four 10-hour days mandated by the department head is entitled to a maximum of 10 hours pay for each floating holiday. An employee in a regular part-time appointment shall receive floating holidays on a pro-rata basis. Each employee may select the dates on which the employee desires to take the additional holidays provided for herein subject to approval of the supervisor except that an employee may, with prior notice, take one holiday for a personal emergency. These two floating holidays shall be used in the calendar year earned and are noncumulative and noncompensable upon termination. New employees shall be eligible
for floating holidays only upon completion of 60 calendar days of continuous employment. Employees
hired after June 30 shall be eligible for one floating holiday during that calendar year.

(2) Holidays Falling on Saturday, Sunday or other Regularly Scheduled Days Off. Any recognized holiday
that falls on a Saturday will be observed on the preceding Friday. Any holiday that falls on a Sunday will
be observed on the following Monday. If a holiday falls on one of the employee’s regularly scheduled days
off, other than Saturday or Sunday, the employee may take an alternative day off by arrangement between
the employee and employer.

(3) Holidays Occurring While on Paid Leave Status. Holidays that occur during vacation leave, sick leave
or while on other paid leave status shall not be charged against such leave.

(4) Work on Holidays. All work on holidays will be paid at one and one-half times the regular straight-
time rate of pay for all hours worked in addition to the employee’s regular holiday pay in accordance with
this section. Compensatory time off in lieu of straight-time pay may be granted upon supervisor approval
and shall be scheduled when the work load permits. All work on Thanksgiving Day and Christmas Day will
be paid at two times the employee’s regular straight-time rate of pay, and shall be in addition to the
employee’s regular holiday pay.

(5) Forfeiture of Holiday Pay. An employee will forfeit his or her right to payment for any recognized
holiday if he or she is on leave without pay or on leave that has not been approved on the last regular
working day preceding such holiday or on the next regular working day following such holiday. An
employee who is on sick leave on the day before or on the day after a holiday will receive holiday pay if
approved by the department head, who may require a physician’s statement that verifies employee’s need
for leave. An employee shall not be eligible for holiday pay when receiving "time loss" payments under the
provisions of the Industrial Insurance Act, Title 51 RCW. However, if an employee supplements "time loss"
benefits, holidays will accrue and be paid at the same rate of supplementation. This subsection shall not
require forfeiture of payment for any holiday that would otherwise result solely from a furlough.

PASSED this 15th day of June, 2022.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

__________________________
Council Chair

ATTEST:

__________________________
Asst. Clerk of the Council

(X) APPROVED
( ) EMERGENCY
( ) VETOED
ATTEST:

Melissa Geraghty

Approved as to form only:

Steve Bladke  5/10/2022
Deputy Prosecuting Attorney