

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

3 SNOHOMISH COUNTY COUNCIL
4 Snohomish County, Washington

5
6 ORDINANCE NO. 22-023

7
8 RELATING TO COUNTY EMPLOYMENT,
9 AMENDING CHAPTER 3A.06 SCC

10
11 **BE IT ORDAINED:**

12
13 Snohomish County Code Section 3A.06.020, last amended by Amended Ordinance No. 20-074 on
14 November 10, 2020, is amended to read:

15
16 **3A.06.020 Holidays.**

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

27

28 New Year's Day	First day of January
29 Martin Luther King, Jr. Day	Third Monday of January
30 Presidents' Day	Third Monday of February
31 Memorial Day	Last Monday of May
32 <u>Juneteenth</u>	<u>Nineteenth day of June</u>
33 Independence Day	Fourth day of July
34 Labor Day	First Monday of September
35 Veterans' Day	Eleventh day of November
36 Thanksgiving Day	Fourth Thursday of November
37 Day after Thanksgiving	Day immediately following Thanksgiving Day
38 Christmas Day	Twenty-fifth day of December

39

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

1 for floating holidays only upon completion of 60 calendar days of continuous employment. Employees
2 hired after June 30 shall be eligible for one floating holiday during that calendar year.

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

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

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

19
20 (5) Forfeiture of Holiday Pay. An employee will forfeit his or her right to payment for any recognized
21 holiday if he or she is on leave without pay or on leave that has not been approved on the last regular
22 working day preceding such holiday or on the next regular working day following such holiday. An
23 employee who is on sick leave on the day before or on the day after a holiday will receive holiday pay if
24 approved by the department head, who may require a physician's statement that verifies employee's need
25 for leave. An employee shall not be eligible for holiday pay when receiving "time loss" payments under the
26 provisions of the Industrial Insurance Act, Title 51 RCW. However, if an employee supplements "time loss"
27 benefits, holidays will accrue and be paid at the same rate of supplementation. This subsection shall not
28 require forfeiture of payment for any holiday that would otherwise result solely from a furlough.

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30 PASSED this 15th day of June, 2022.

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33 SNOHOMISH COUNTY COUNCIL
34 Snohomish County, Washington

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38 Council Chair

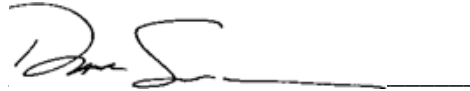
39 ATTEST:

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43 Asst. Clerk of the Council

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45
46 (X) APPROVED
47 () EMERGENCY
48 () VETOED

DATE: 6/27/2022



County Executive

ATTEST:

Melissa Geraghty

Approved as to form only:

Steve Bladek 5/10/2022
Deputy Prosecuting Attorney

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