

SNOHOMISH COUNTY COUNCIL Snohomish
County, Washington

PROPOSED SUBSTITUTE ORDINANCE NO. 23-135

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

BE IT ORDAINED:

Snohomish County Code Section 3A.06.020, last amended by Ordinance 22-023 on June 15, 2022, 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:

New Year's Day	First day of January
Martin Luther King, Jr. Day	Third Monday of January
Presidents' Day	Third Monday of February
Memorial Day	Last Monday of May
Juneteenth	Nineteenth day of June
Independence Day	Fourth day of July
Labor Day	First Monday of September
Veterans' Day	Eleventh day of November
Thanksgiving Day	Fourth Thursday of November
((Day after Thanksgiving	Day immediately following Thanksgiving Day))
<u>Native American Heritage Day</u>	<u>Day immediately following Thanksgiving Day</u>
Christmas Day	Twenty-fifth day of December

(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

1 continuous employment. Employees hired after June 30 shall be eligible for one floating
2 holiday during that calendar year.

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

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

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

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

33
34 PASSED this ____ day of _____, 2023.

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36 SNOHOMISH COUNTY COUNCIL
37 Snohomish County, Washington

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41 _____
42 Chairperson

43 ATTEST:

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46 _____
47 Deputy Clerk of the Council

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49 () APPROVED

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51 () EMERGENCY

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DATE:

County Executive

ATTEST:

Approved as to form only:

 11-27-2023

Deputy Prosecuting Attorney