

**CONTRACT**

between the

**CITY OF SPARKS**

and the

**SPARKS POLICE PROTECTIVE ASSOCIATION**

Covering Non-Supervisory Employees

July 1, 2015 - June 30, 2017

(Amended March 21, 2016)

**SECTION 4 - LEAVE BENEFITS**

**Article A: HOLIDAYS AND HOLIDAY PAY**

1. The following holidays will be observed:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	3rd Monday in January
Washington's Birthday	3rd Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	1st Monday in September
Nevada Day	Last Friday in October
Veteran's Day	November 11
Thanksgiving Day	Thanksgiving Day
Day after Thanksgiving	Friday after Thanksgiving Day
Christmas Day	December 25

and any other day that may be declared a holiday by the Mayor of the City of Sparks, or a State holiday as declared by the Governor of the State of Nevada, or a national holiday as declared by the President of the United States. Special holidays granted by the President of the United States for Federal Employees under Executive Order 11582 are not City Holidays.

Where one of the above holidays falls on a nonscheduled work day(s), the preceding scheduled normal work day shall be observed as a holiday (See Appendix C). For employees on three twelve (3/12) hour shifts, it will be the preceding twelve (12) hour shift not the floating eight (8) hour shift.

For employees who receive Detective Special Assignment Pay the following applies: Where one of the above holidays falls on the first day of a covered employee's scheduled days off, the preceding day shall be observed as a holiday, and where one of the above holidays falls on the second or succeeding days of consecutive scheduled days off, the next succeeding workday shall be observed as a holiday.

2. **Holiday Leave:** Holidays occurring when an employee is on annual leave shall not be counted as annual leave taken; however, the employee shall be compensated at straight time.

If the holiday falls on a scheduled workday and the employee takes the day off, the employee will be compensated at straight time (paid holiday) for their normal scheduled hours. The normal scheduled work hours is determined by the shift at the beginning of the pay period. This time counts toward the overtime calculation for the FLSA period.

Employees on leave without pay are ineligible for holiday leave benefits for the entire pay period.

An employee who is scheduled to work on a day observed as a holiday, but is unable to report for work for any one of the reasons qualifying for sick leave shall not be charged for taking sick leave; however, the employee shall be compensated at straight time.

3. **Holiday Worked:** Holiday hours will be associated with the day the shift begins. For example, if an employee comes to work at 10:00 p.m. on January 1<sup>st</sup> and works until 8:00 a.m. on January 2<sup>nd</sup>, that employee would receive the holiday premium for ten (10) hours worked.

An employee who has worked one of the above holidays shall receive two and one-half (2½) times base pay for all hours worked.