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**Nederland Fire Protection District**

650 Lower W 4<sup>th</sup> Street  
PO Box 155  
Nederland, CO 80466

## Holiday Pay Policy

### Non-Shift Personnel

Non-shift full-time and part-time personnel will receive district-designated holidays off with pay. Full-time employees will receive 10 hours of holiday pay, as this is their regular scheduled workday. Part-time employees will receive holiday pay based on their regularly scheduled hours. If a holiday falls on a non-regular workday, employees may select an alternative day off within the same week, up to 10 hours. Additionally, if a non-shift employee chooses to work on a designated holiday, they may request an alternative day off with pay, subject to supervisor approval. Paid holidays are not paid out upon separation

### Shift Personnel

Full-time shift personnel will receive 10 hours for each holiday on the designated Holiday schedule for the year, paid out at their regular rate, paid in a lump sum. Holiday Shift Pay will be paid on the first Friday in December, regardless if the holiday was worked or not. If an employee is not employed by the District during the payroll period preceding the first Friday in December, then that employee will not receive any Holiday Shift Pay.

Full-time shift personnel who are not employed for the entire year as a shift employee or on an LOA for more than 30 days will receive a prorated amount of holiday pay.

Upon separation, all employees will not be paid out for holiday time.

### District designated holidays

- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Christmas Eve
- Christmas Day
- New Years Day
- Martin Luther King Jr. Day
- President's Day
- Memorial Day
- Juneteenth
- Floating Holiday