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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 (Firefighters and Captains)

Firefighters and Captains working on district-designated holidays will be compensated at 1.5 times their regular hourly rate for the hours worked during the holiday period. Since shift changes occur at 07:30 AM, the holiday pay period will be from 07:30 AM to 12:00 AM the following day, totaling 16.5 hours.

Firefighters and Captains will also receive 12 hours of floating holiday time annually. This floating holiday must be used in a single block and cannot be split into multiple smaller days (e.g., it cannot be taken as 2.5 hours one month and 6 hours the next).

### 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