

2.6 Paid Holidays

Full-time employees are paid for the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day · Veterans' Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day

Specific dates of some holidays will vary annually and will be defined by Tennessee law or as designated by the City. A holiday falling on a Saturday is usually recognized on Friday, and a holiday falling on a Sunday is usually recognized on the following Monday. If Christmas Eve Day and Christmas Day falls on Saturday or Sunday, the holiday is recognized on the Friday before and the following Monday.

Non-exempt employees scheduled to work on a holiday are eligible to earn holiday pay if they work the entire scheduled workday or shift. Holiday pay is in addition to regular compensation and is earned as follows:

Work Shift	Holiday Pay
7.5 hours	7.5 hours
8.0 hours	8.0 hours
10.0 hours	8.0 hours
24.0 hours	12.0 hours
Other	Not to exceed 8.0