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OFFICE OF THE COMMISSIONERS
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Policy Title:	Overtime Pay for Holidays Worked: MVC Hourly Employees
Effective Date:	February 1 2024
Revision Date:	
Reference(s):	

PURPOSE

To ensure the consistent application of premium pay for working on certain County-designated holidays.

DEFINITIONS

- The holiday year runs from January 1 to December 31.
- Employees covered under this policy are all full-time and part-time non-union hourly employees and full-time and part-time employees who are part of Mountain View Community's AFSCME Collective Bargaining Agreement.
- For purposes of this policy, the aforementioned "certain County-designated holidays" are: New Year's Day, Memorial Day, Independence Day/July 4th, Labor Day, Thanksgiving, and Christmas Day.

POLICY

MVC non-union or union hourly employees who work on New Year's Day, Memorial Day, Independence Day/July 4th, Labor Day, Thanksgiving Day, or Christmas Day will be paid overtime for any and all hours worked at the rate of one and one half times their normal base rate.

This policy does not negate the collective bargaining agreement article regarding holidays. Employees may still choose to take days off in lieu of actual holidays to be scheduled in accordance with the employee's preference and the needs of the departments and shall be taken from the date the holiday occurs and within the following sixty (60) days. If unable to use the day off, the employee will be paid in the pay period immediately after the sixty (60) days have elapsed.

Carroll County Board of Commissioners voted to approve February 1, 2024.


Terry McCarthy
Chairman


Chuck McGee
Vice-Chairman


Bill Nelson
Clerk