




# HUMAN RESOURCES DEPARTMENT

Providing comprehensive workforce strategies to support our customers in meeting their objectives in an effective and collaborative manner

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## MEMORANDUM

**Date:** September 21, 2021  
**To:** All Elected Officials and Department Heads  
**From:** Judy Kendall, Human Resources Senior Manager   
**Subject:** 2022 Holiday Schedule

Holiday	Date Usually Observed	2022 Observed Date
New Year's Day	January 1 <sup>st</sup>	Friday, December 31, 2021
Martin Luther King Jr. Day	Third Monday in January	Monday, January 17, 2022
President's Day	Third Monday in February	Monday, February 21, 2022
Memorial Day	Last Monday in May	Monday, May 30, 2022
Juneteenth	June 19 <sup>th</sup>	Monday, June 20, 2022
Independence Day	July 4 <sup>th</sup>	Monday, July 4, 2022
Labor Day	First Monday in September	Monday, September 5, 2022
Veterans Day	November 11 <sup>th</sup>	Friday, November 11, 2022
Thanksgiving Day	Fourth Thursday in November	Thursday, November 24, 2022
Day following Thanksgiving Day	Fourth Friday in November	Friday, November 25, 2022
Christmas Day	December 25 <sup>th</sup>	Monday, December 26, 2022

Whenever a legal holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. Whenever a legal holiday falls on a Sunday, the succeeding Monday shall be observed as the holiday.

Any employee that has been approved for use of an accrued leave when a holiday occurs will not be charged for use of that accrued leave for that day. The employee will receive a day of pay for that holiday and will not have the accrued leave plan charged.

Any employee who is on leave of absence without pay immediately prior to, or following a holiday shall not receive holiday pay.

If a holiday occurs on an employee's scheduled day off, the employee shall be given an alternate day off during the same pay period at the employee's discretion and with the supervisor's approval or the time may be banked in the employee's Alternate Holiday Time Off Plan if eligible. Alternate Holiday Time Off Plan balances may not be eligible for payout upon termination of employment.

A holiday shall not exceed an 8-hour work day unless otherwise indicated in a collective bargaining agreement. Holiday hours are prorated for part-time employees.

Non-exempt employees who are required to work on legal holidays receive:

- Pay at one and one-half times their hourly rate for all hours worked in addition to holiday pay;
- Compensatory time off at time and one half plus holiday pay; or
- A day off within the same pay period in lieu of the legal holiday.

***Provisions of negotiated labor contracts which conflict with this information take precedence.***