

CORPORATE POLICY

SUBJECT: Paid Holidays	CATEGORY: Human Resources
	ORIGINAL DATE: May 13, 2004
	REVIEWED DATE: April 22, 2026
	REVISION DATE: April 22, 2026

I. POLICY:

A. The following are Lake County Health Department and Community Health Center (LCHD/CHC) authorized holidays:

Fixed Holidays

- New Year's DayJanuary 1st
- Martin Luther King, Jr. DayThird Monday in January
- Memorial Day Last Monday in May
- Juneteenth.....June 19th
- Independence Day.....July 4th
- Labor Day First Monday in September
- Thanksgiving Day Fourth Thursday in November
- Day after Thanksgiving Fourth Friday in November
- Christmas EveDecember 24th
- Christmas DayDecember 25th

Floating Holidays (on floating holidays programs are required to remain open)

- Lincoln's Birthday.....February 12th
- Good Friday.....Friday before Easter Sunday
- Columbus/Indigenous People's Day....Second Monday in October
- Veterans Day.....November 11th

1. When an authorized holiday falls on a Sunday, the Monday immediately following shall be observed as the holiday. When an authorized holiday falls on a Saturday, the preceding Friday shall be observed as the holiday.
2. In 24-hour programs, a holiday shall be observed from midnight of the calendar date of the holiday. If an employee is required to work on a scheduled holiday, an alternative day (deferred holiday) will be scheduled and approved by the immediate supervisor or their designee.
3. An employee observing a religious holiday on a normal scheduled workday not recognized as an authorized holiday as defined by this policy, shall use available leave time (i.e., compensatory, vacation, deferred holiday or personal leave) to cover their absence. If the employee does not have leave time available, the religious holiday may be taken without pay, with the approval of the immediate supervisor or designee.
4. To be eligible for holiday pay, an employee: must be employed for 15 calendar days prior to the holiday; and the employee must have worked or been in a paid status on the normal scheduled workday before and after the paid holiday. Also, the employee must have been on the payroll on the

CORPORATE POLICY

workday immediately preceding and the workday immediately following a holiday to be eligible for that holiday. "On the payroll" means employed by the Health Department and not on a leave of absence without pay.

5. Regular full-time and part-time employees shall be compensated for authorized holidays. When a holiday falls on a day that the employee is not scheduled to work, the deferred holiday will be credited to the employee's holiday bank.
 6. Holiday premium shall be paid to eligible employees at time and one half for the hours worked on the actual fixed holiday.
 7. Employees shall be paid at their straight rate of pay for time worked on a day that is observed as the fixed holiday, and not the actual fixed holiday.
 8. When a holiday falls within a period of paid leave, (i.e. sick leave, annual leave, etc.) the holiday shall not be counted as a workday in computing the amount of leave time deducted.
 9. An employee assigned or volunteering to work such days as authorized by their immediate supervisor or designee may take another day off within the calendar year.
 10. An employee eligible for holiday pay may take such time and split it into separate increments, but at no time shall leave credit be split into increments less than one-quarter (1/4) hour. This restriction applies to both fixed and floating holidays.
 11. An employee is allowed to carryover up to a combined total of three (3) holidays, fixed and floating, into the new year, but the carried-over holiday(s) must be used by March 31st. If not used, those holidays will be forfeited.
- B. The purpose of this policy is to standardize holiday scheduling and compensation. This policy shall be equitably applied to all Health Department employees.
1. Floating holidays are intended to expand public access to Health Department services while providing a benefit to Health Department employees. This benefit is lost however, if the scheduling of alternate days off is too stringent. The employee must be allowed some flexibility in taking these days off as long as it does not disrupt the work requirements of the program.

II. SCOPE:
All LCHD/CHC employees.

III. PROCEDURE:
None

IV. REFERENCES:
None

V. AUTHORS/REVIEWERS:



CORPORATE POLICY

Designated Review Team, Executive Director, Deputy Executive Director, and the Lake County Board of Health Personnel Committee

- VI. APPROVALS:**
Lake County Board of Health President

Signature: _____ Date: _____