

EXHIBIT "A"

IX. LEAVE POLICY

A. HOLIDAYS

1. All regular employees, except those responsible for emergency operations, including regular part-time employees, to the extent of their regular working hours, shall be granted, with pay, the following ten (10) holidays:

New Year's Day (January 1st)

President's Day (The 3rd Monday in February)

Memorial Day (Last Monday in May)

Independence Day (July 4th)

Observed on Friday when falls on Saturday

Observed on Monday when falls on Sunday

Labor Day (1st Monday in September)

Veteran's Day (November 11)

Observed on Friday when falls on Saturday

Observed on Monday when falls on Sunday

Thanksgiving Day (Last Thursday in November)

Friday after Thanksgiving

Christmas Eve (December 24th)

Observed on Friday when falls on Saturday

Observed on Tuesday when falls on Sunday

Christmas Day (December 25th)

Observed on Monday when falls on Saturday

Observed on Monday when falls on Sunday

Any other special holidays as designated by the City Council.

Law Enforcement personnel shall work holidays when scheduled. All holidays will be the actual day and not the day observed by regular employees. They shall receive overtime pay for holidays worked. (Res. 1471, 8-27-07)

2. When a holiday falls during employee vacation or sick leave, the day of the holiday shall not be charged against annual or sick leave.