

Holiday pay policy for the Bristol Police Department.

Goal: Eliminate holidays from Bristol PD work schedule

**Current policy:**

When an officer works on a holiday, they receive 8 hours of regular time pay and receive 12 hours of comp time. Since comp hours are maxed at 40 hours. The 12 hours of comp time accrued on holidays are paid.

Budget cost of current policy: \$44,951.52

**Option 1:**

Eliminate holiday pay schedule. Each full-time sworn police officer receives a holiday pay stipend of \$350 per holiday, paid on the first payroll in December.

Budget cost for option 1: \$45,500.00

**Option 2:**

Eliminate holiday pay schedule. Each full-time sworn police officer receives a holiday pay stipend based upon current salary and paid on the first payroll in December of each year. Current comp time value is 1.5 times hourly rate. This option uses a rate of 1.25 to calculate each full-time sworn police officers Holiday stipend.

Budget cost for option 2: \$ 47,794.50

**Note**

If a full-time sworn police officer's employment ends before the end of the year, or if they are a new hire, their holiday payout will be prorated to include on the Town of Bristol holidays that occurred during their employment.