

- Thanksgiving Day (fourth Thursday in November)
- Day After Thanksgiving (fourth Friday in November)
- Christmas Eve Day (December 24)
- Christmas Day (December 25)
- New Year's Eve Day (December 31)

Employee classification(s) who are eligible for paid holidays include:

- Regular full-time employees
- Regular part-time employees who work 30 or more hours a week

Newly hired civilian employees are eligible to receive holiday pay as soon as their employment with the Town of Bristol begins.

A recognized holiday that falls on a Saturday may be observed on the preceding Friday. A recognized holiday that falls on a Sunday may be observed on the following Monday. If a recognized holiday falls during an eligible employee's vacation or personal leave time benefits, holidays will be provided instead of the paid time off that would otherwise have applied. Employees must be in a paid status the day immediately preceding and immediately following a recognized holiday to be paid for the holiday. An employee absent without authorization on the workday preceding or following a holiday will not be paid for the holiday. An employee scheduled to return from an unpaid leave on the day after a holiday will not be paid for the holiday.

All eligible civilian full-time nonexempt employees will receive the day off of work on the holiday and holiday pay for that day off of work. Eligible civilian full-time employees who work on a recognized holiday will receive holiday pay plus wages at a rate of time and one-half for all hours worked on the holiday.

All eligible full-time nonexempt sworn-in Police Officers, whether or not they work on the holiday, will receive holiday pay for eight-hours at a rate of time and one-quarter their regular rate of pay. If eligible Police Officers work on the holiday, they will receive the holiday pay plus wages at their regular rate of pay for all hours worked on the holiday. Overtime compensation for Police Officers will be paid in accordance with federal and state wage and hour laws.

Holiday pay will be calculated based on the employee's current rate of pay on the date of the holiday times the number of hours the employee would otherwise have worked on that day and does not include overtime, and any special forms of compensation such as incentives, commissions, bonuses, or shift differentials.

The holiday schedule may be determined and amended on an annual basis by the Town Council.

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