



6.7. Salaried Employees Holidays & Floating Holidays. The Mt. Rainier Pool is closed on the following holidays: December 25th and the fourth Thursday in November (Thanksgiving Day). Additionally, the pool will be closed early (1:00pm) on December 24th and December 31st. To compensate for the lack of traditional paid holidays throughout the rest of the year, eligible employees as defined in Section 6.3 are provided with five (5) Floating Holidays at the beginning of the calendar year to be used throughout the year at any time with approval from their supervisor. See [Section 6.4](#) for more information on requesting and using paid time off.

6.7.1. Exempt employees are not expected to work on days when the pool is closed for holidays but will be compensated in the usual manner. If, due to an emergency, they are required to report to work, exempt employees will not receive additional compensation.

6.7.2. Non-exempt employees will not be scheduled to work when the pool is closed for holidays but have the option of using floating holidays or vacation leave (see Section 6.6) as compensation. If, due to an emergency, they are required to report to work, non-exempt employees will be compensated at double their usual hourly rate for the time worked.

6.7.3. Floating holidays can only be used with supervisory approval (as outlined in Section 6.3) during the calendar year in which they are given and will not carry over into a new calendar year.

6.7.4. Unused floating holidays will not be paid out to an employee upon separation.

6.7.5. Floating holiday allotment for newly salaried employees will depend on the time of year they start in the salaried position. They will receive the full 5 days at the beginning of their next calendar year.

6.7.6. New employees will not be allotted floating holidays during the three-month conditional employment period nor will they be approved to use floating holidays during this period. Once a new employee is converted from temporary to regular employment status at the conclusion of the conditional employment period, the number of floating holidays they receive will be based on their actual start date in the eligible position.



6.7.7. Floating Holiday Allotment Schedule for Newly Eligible Employees:

Start date time frame	Number of Floating Holidays allotted
Jan 1 – Feb 29	5
March 1 – April 30	4
May 1 – June 30	3
July 1 – Aug 30	2
Sept 1 – Dec 31	1