

ARTICLE VI. HOLIDAYS AND LEAVE ACCRUALS

Section 1. Paid Holidays Observed

The following days are holidays with pay for full-time regular employees, appointees, and officers of the County who normally work the standard workweek. For reference, Alamance County follows the State of North Carolina's annually-published holiday schedule.

- New Year's Day
- Martin Luther King Jr. Birthday
- Good Friday
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Holiday
- Day After Thanksgiving
- Christmas Holiday (3 days)

In order to be eligible for holiday pay, a County employee must have worked (or taken paid leave) on the employee's assigned workdays before and after the holiday.

Employees who are scheduled to work on any of the above-listed holidays will be given holiday leave in lieu of additional pay for their hours worked. Employees who work 8-hour shifts will receive 8 hours of holiday leave and employees who work 12 and 24 hour shifts will receive 12 hours of holiday leave. This holiday leave can be used in any manner that vacation leave is used and any accrued holiday leave will be paid to an employee upon termination in the same manner as accrued vacation leave (outlined below, in Section 2). Holiday leave will accrue without limit, but employees are encouraged to use this leave as they would their vacation leave. Accrued holiday leave does not roll over to vacation or sick leave.

Banked Holiday Payout

Alamance County will review employees' accrued banks of holiday leave annually, near the end of each fiscal year. Upon direction of the Board of Commissioners, Alamance County may pay out accrued holiday leave in excess of 40 hours for employees of those departments for which the Board directs such payments to be made. Any holiday leave paid in this manner will be paid at the employee's current regular base wage.