

RESOLUTION 00-07

HOLIDAY BANK

WHEREAS, employees of the Sheriff's Office, Detention and 911 Communications must be scheduled to work 24 7's which include all holidays; and

WHEREAS, employees in those three (3) areas that are scheduled to work holidays are paid time and one-half for hours worked; and

WHEREAS, employees in those three (3) areas that are on regular days off when holidays occur are not receiving any additional compensation; and

WHEREAS, Sheriff Reed and Undersheriff Zerbe have presented an equitable proposal to compensate the employees in their jurisdiction for the holiday benefit available to all other County employees. Said proposal shall also have a positive effect on limited budgets.

NOW, THEREFORE, BE IT RESOLVED that the County Commissioners have adopted the proposal as presented in ATTACHMENT A attached hereto and made a part hereof.

BE IT FURTHER RESOLVED that said ATTACHMENT A shall retroactively become effective on November 1, 2000.

BE IT FURTHER RESOLVED that this policy change shall be an amendment to Page 40 of the *Niobrara County Employee Handbook* dated November 1, 1996 and said amendment shall be made a part thereof.

DATED this 7th day of November, 2000.

NIOBRARA COUNTY COMMISSIONERS

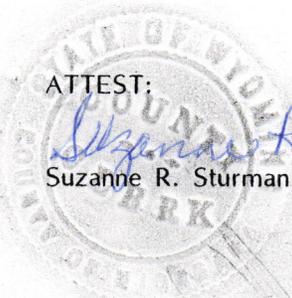
Donna I. Ruffing
Donna I. Ruffing, Chairman

Richard L. James
Richard L. James

Richard A. Ladwig
Richard A. Ladwig

ATTEST:

Suzanne R. Sturman
Suzanne R. Sturman, Clerk



ATTACHMENT A
TO
RESOLUTION 00-07

HOLIDAY BANK

The following policy will pertain only to Niobrara County regular full-time employees who are scheduled to work in the Sheriff's Office, the Detention Center or 911 Communications.

1. As each of the ten (10) legal holidays occur, each employee will receive one (1) "banked holiday" to be used within one (1) year of receipt. (NOTE: said day may be an 8-hour, 9-hour or 10-hour bank depending on which schedule is being worked).
2. Employees scheduled to work a shift on any of the ten (10) legal holidays shall do so at regular, straight-time pay. (NOTE: there will be no time and one-half).
3.
 - A. Employees will consult with their Supervisors to schedule use of their "holiday bank".
 - B. Useage will be at the complete discretion of the Supervisor. However, it is the responsibility of the employee and the Supervisor to ensure that the "holiday bank" is used in the time required.
 - C. If not used in a timely manner, the holiday in question will be deducted from the bank. The Commissioners may make exceptions to this policy, if prior approval is requested and need is shown, to carry over into the next year.
4. Employees will be paid for the unused portion of their "holiday bank" upon termination or retirement, provided customary notice is given as required on page 31 of the *Employee Handbook*.

EFFECTIVE: November 1, 2000.

ADOPTED the 7th day of November, 2000