

The following changes are proposed to the Vergas Personnel Policy due to the changes in legal holidays in Mn.

1. Holidays:

A) The City observes the following official holidays for full-time and part-time employees

New Year's Day	Independence Day	Christmas Day
Martin Luther King, Jr. Day	Labor Day	
Washington's Birthday	Indigenous People's Day (Columbus Day)	
Memorial Day	Veterans Day	
Juneteenth	Thanksgiving Day	

B) When a holiday falls on a Sunday, the following Monday will be the "observed holiday" and when Holiday falls on Saturday, the preceding Friday will be the "observed holiday" for city operations, which will be closed on holidays.

C) Regular, full-time employees will receive regular hourly rate of pay observed holiday days which they are not required to work:

D) Employees required to work on the "actual" holiday, the pay will be at 1.5 times the hourly wage.

2023 Holiday Schedule

Date	Holiday
Monday, January 02 *	New Year's Day
Monday, January 16	Birthday of Martin Luther King, Jr.
Monday, February 20 **	Washington's Birthday
Monday, May 29	Memorial Day
Monday, June 19	Juneteenth National Independence Day
Tuesday, July 04	Independence Day
Monday, September 04	Labor Day
Monday, October 09	Columbus Day
Friday, November 10 *	Veterans Day
Thursday, November 23	Thanksgiving Day
Monday, December 25	Christmas Day

**If a holiday falls on a Saturday, for most Federal employees, the preceding Friday will be treated as a holiday for pay and leave purposes. (See 5 U.S.C. 6103(b).) If a holiday falls on a Sunday, for most Federal employees, the following Monday will be treated as a holiday for pay and leave purposes. (See Section 3(a) of Executive Order 11582, February 11, 1971.) See also our Federal Holidays – "In Lieu Of" Determination Fact Sheet at <https://www.opm.gov/policy-data-oversight/pay-leave/work-schedules/fact-sheets/Federal-Holidays-In-Lieu-Of-Determination>.*

***This holiday is designated as "Washington's Birthday" in section 6103(a) of title 5 of the United States Code, which is the law that specifies holidays for Federal employees. Though*

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other institutions such as state and local governments and private businesses may use other names, it is our policy to always refer to holidays by the names designated in the law.