



RESOLUTION NO. 1797

Whereas, the City of Minden recognizes the importance of offering benefits to employees; and,

Whereas, the City Council of the City of Minden is desirous of making certain changes to section 8 Holidays and Personal Days;

Now Therefore Be It Resolved, by the City Council of the City of Minden, Kearney County, Nebraska, that Section 8.01 Holidays of the City of Minden Personnel Manual be added to read as follow, to wit:

Section 8.01 Holidays

The following named days shall be official holidays for City Employees:

- | | |
|-----------------------------|----------------------------|
| New Years Day | Veteran’s Day |
| Martin Luther King, Jr. Day | Thanksgiving Day |
| Presidents’ Day | Day after Thanksgiving Day |
| Arbor Day | Christmas Eve Day |
| Memorial Day | Christmas Day |
| Independence Day | *1/2 Day New Years Eve Day |
| Labor Day | |

Holidays shall be observed on the day they are observed by the courts of the State of Nebraska. When a holiday falls on Sunday, the following Monday shall be observed as a holiday. When a holiday falls on a Saturday, the preceding Friday shall be observed as a holiday. If Christmas Eve Day falls on a Friday and Christmas Day falls on a Saturday, Thursday and Friday will be observed as the holidays. If Christmas Eve Day falls on Sunday and Christmas Day falls on Monday, Monday and Tuesday will be observed as the holidays.

*If New Year's Eve Day, December 31, falls on a Monday, Tuesday, Wednesday, or Thursday, the City Offices shall close at 12:00 noon on such day. The City Administrator has the discretion to close the City offices on December 31 of any year of which New Years Day falls on a Tuesday or Friday.

Regular, full-time employees who are not required to be on duty, will be allowed to be absent from work without loss of pay on an official holiday. Seasonal and part-time employees shall not be paid for the holiday. In order to qualify for holiday pay, employees shall not be absent, without authorized leave, on either the day prior to or the day after such holiday. Holidays which occur during a vacation, personal time, and leave per Section 9.01, 9.02, 9.04, 9.06 (1), (2), (3), (4), and (5); shall not be charged against that leave. If a holiday occurs while an employee is on Workers' Compensation or other disability compensation, no credit for the holiday shall be allowed.

The holidays listed in this section will count as hours worked and will be compensated for a full shift at regular pay for their normal work shift. An employee may be required to work on a holiday if it is necessary to maintain essential services to the public. If an employee works on a holiday as listed in

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this section, they will be compensated in accordance with Section 6.06 Overtime Policies.

Employees must be on the active payroll in order to be paid for the holiday.

Dated this 6th day of May, 2024.

/s/ Larry Evans
Larry Evans, Mayor

ATTEST:

/s/ Abbey Jordan
Abbey Jordan, City Clerk