

Article X - Holidays

The EMPLOYER will provide the employees thirteen (13) paid holidays to be as follows:

- New Year's Day January 1
- Martin Luther King Day 3rd Monday in January
- Presidents Day 3rd Monday in February
- Memorial Day Last Monday in May
- Juneteenth June 19
- Independence Day July 4
- Labor Day 1st Monday in September
- Veteran's Day November 11
- Thanksgiving Day 4th Thursday in November
- Day After Thanksgiving
- Christmas Day December 25
- Two (2) Floating Holidays

- 10.1 When a holiday falls on a Sunday, the following Monday shall be celebrated as the holiday. When a holiday falls on a Saturday, the preceding Friday shall be celebrated as the holiday.
- 10.2 Any premium pay for hours worked for holiday pay shall be based on the actual holiday, rather than the observed holiday.
- 10.3 All hours worked on actual holidays shall be paid in cash at the rate of one and one-half (1 1/2) times the straight time rate of pay. On Christmas, New Year's, 4th of July, Thanksgiving, and the Friday after Thanksgiving, the employee shall receive double time (2x) the rate of pay.

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Article XI – Wage Rates and Incentives

11.1 Classification

	Jan. 1, 2024	Jan. 1, 2025	Jan. 1, 2026
Electrician			
HEO/Mechanic	\$39.45	\$40.83	\$42.26
HEO	\$37.13	\$38.43	\$39.77
LEO	\$36.99	\$38.29	\$39.63
Maintenance III	\$36.32	\$37.59	\$38.90
Parkkeeper/Forester	\$40.91	\$42.35	\$43.83
Parkkeeper II	\$36.63	\$37.91	\$39.24
Parkkeeper I/Arena			
Senior Eng. Tech.			
Eng. Aide II	\$46.01	\$47.62	\$49.29
Eng Aide I			
PT Building Services	\$31.12	\$32.21	\$33.33

Notes:

***Parkkeeper I working without a Supervisor at the Civic Arena, during Arena operation months only, will receive the Parkkeeper/Assistant Arena Manager wage:

Monthly wages for new employees:

Start	70%	
After 12 Months	80%	of Parkkeeper I and L.E.O.,
After 24 Months	90%	Engineering Aide I, Parkkeeper/Assistant