

## **HOLIDAY PREMIUM PAY POLICY SUMMARY OF POLICY REVISIONS**

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### **4-01-2021**

- Policy reviewed by the Total Reward-Salary Administration Division to update the Policy to be consistent with the formatting under the 2020 NC OSHR Policies Review Project and by the Legal, Commission, and Policy Division to confirm alignment with statutory, rule(s), and other policies. No substantive changes. Reported to SHRC on April 1, 2021.
- Added “Policy” to the header, deleted the “Advisory Note” notations in the “Policy” and “Holiday Compensatory Time” sections and added them to the paragraph bodies of their respective sections and updated “Revised Date” to April 1, 2021

### **9/7/17**

- Policy revised to delete all reference to trainee appointments, per appointment types and career status.

### **7-1-09**

- Revises Advisory Note to add gap hours compensatory time and travel compensatory time to leave hierarchy used in the BEACON HR/Payroll System.

### **10-1-07**

- 1) Changed the terminology from “equal holiday time off” to “holiday compensatory time.”
- 2) Revised the Advisory Note under Holiday Compensatory Time to explain that in the BEACON HR/Payroll System, holiday compensatory time shall be given before any other leave/time (overtime compensatory time, on-call compensatory time, vacation or bonus leave).

### **7-1-06**

- Advisory Note added to clarify that premium pay for working on a holiday must be paid if the equal time off is not given within 12 months.

### **6-1-03**

- Advisory Note added to clarify that both FLSA non-exempt and exempt employees are eligible for holiday premium pay when the employee is required to work.

**10-1-86**

- Exception added to make it possible to pay for holiday worked instead of giving time off if it would result in overtime or extraordinary inconvenience.

**1-1-75**

- Revised holiday premium pay policy to include all holidays.

**12-1-70**

- Holiday premium pay equal to one half of their regular straight-time hourly wage.