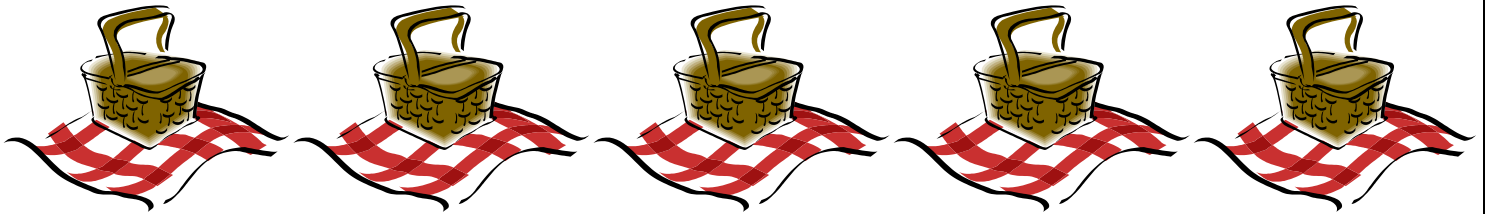




2012 Holidays

New Year's Day	January 2nd
Martin Luther King Jr. Day	January 16th
Presidents Day	February 20th
Memorial Day	May 28th
Independence Day	July 4th
**Pioneer Day	July 24th
Labor Day	September 3rd
Columbus Day	October 8th
Veterans' Day	November 12th
Thanksgiving Day	November 22nd
**Christmas Day	December 25th



*If a Holiday falls on a regularly scheduled day off, another day is substituted. The substituted day must be in the pay period prior to, during, or immediately following the pay period in which the original holiday occurred.

**Holidays that fall on a Saturday are recognized on the previous Friday and those that fall on a Sunday are recognized on the following Monday

***Exception for sworn officers assigned to patrol duty: The holiday will be the actual date of the holiday, and for holidays worked it will be recognized for employees whose shift begins on the date of the holiday.