Holiday Guidance for Regular, Full-time and Part-time Employees

General Holiday Guidance

This document is intended to provide general holiday guidance to employees for use when completing their MCtime timecard during pay periods that include Montgomery County observed holidays. Full time and part time employees, including those not normally scheduled to work on the weekday where the Holiday falls, may be entitled to a Holiday credit. (See Notes below.)

Table 1 - Regular Full-Time Employees:

	Holiday is on a regular scheduled workday	Holiday fell on my scheduled day off
I did not work on the Holiday	**Scenario 1**	**Scenario 3A, 3B, 3C**
I worked on the Holiday	**Scenario 2**	**Scenario 4A, 4B, 4C**

Table 2 - Regular Part-Time Employees:

	Holiday is on a regular scheduled work day	Holiday fell on my scheduled day off
I did not work on the Holiday	**Scenario 5**	**Scenario 7A, 7B, 7C**
I worked on the Holiday	**Scenario 6**	**Scenario 8A, 8B, 8C**

Questions regarding this document should be directed to the IT Help Desk at 240-777-2828.

Note: When an employee is in a LWOP or AWOL status or using any Unscheduled Leave Type on, before or after the holiday, it may impact on the employee's Holiday Credit or Holiday Premium Pay. Please review MCGEO contract and refer to Job Aid: Editing Holiday Premium Pay for an Unscheduled Absence.

Note: This information does not apply to employees covered by the IAFF or FOP contract language.

Note: When an actual holiday falls on a Saturday or Sunday, a substitute or "observed" is designated by the Chief Administrative Officer (CAO) or designee. In these instances, employees scheduled to work on both the actual and observed holidays need only record hours worked for the holiday and approved leave. Employees that are regularly scheduled off on both the actual and observed holidays should schedule an alternate day off (Scenario 3A). MCtime will perform an additional review after sign-off to apply any holiday pay adjustments.

Instructions on how to use the tables above:

Step 1 – based on your employment status:
    Select Table 1 for **Full Time** employees or
    Table 2 for **Part Time** Employees

Step 2 – based on your schedule, choose the column that applies:
    Select the left column for **Holiday is on a regular scheduled work** day
    Select the right column for **Holiday fell on my scheduled day off**

Step 3 – based on your work status on the holiday choose the row that applies:
    Select the top row for **I did not work on the Holiday**
    Select the bottom row for **I worked on the Holiday**

Step 4 – within the box that applies to you, choose the scenario based on your circumstances and
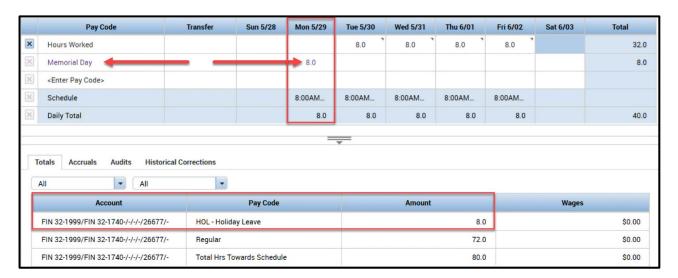   hold the Ctrl key and click on the scenario.

Back to Top

Scenario 1

For Regular Full-time Employees:
I did not work on the Holiday -AND- Holiday is on a regular scheduled workday.

Explanation	When a holiday falls on a **regular workday, regular full-time employees will be released from attendance** where practical and where eligible, will receive regular pay for the holiday.
MCtime Action	No action is necessary in MCtime. The holiday should automatically appear on the employee's timecard.
Result	MCtime will automatically credit the employee with **HOL – Holiday Leave** based upon the total number of regular hours scheduled for the day.

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
X	Hours Worked				8.0	8.0	8.0	8.0		32.0
X	Memorial Day			8.0						8.0
X	<Enter Pay Code>									
X	Schedule			8:00AM…	8:00AM…	8:00AM…	8:00AM…	8:00AM…		
X	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals Accruals Audits Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	80.0	$0.00

Scenario 2

For Regular Full-time Employees: I worked on the Holiday -AND- Holiday is on a regular scheduled work day.	
Explanation	An employee is **required to work on the holiday.**
MCtime Action	Record the actual hours worked for the day as *Hours Worked*.
Result	• Holiday leave hours will be reduced by the actual number of hours worked and eligible employee will receive *Regular pay* and *HP1 – Holiday Premium Pay at 1.5.*

• Overtime or compensatory leave will be calculated for any overtime hours worked on the holiday

Note: Please review MCGEO contract and refer to Job Aid: Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for holiday premium pay or overtime for hours worked on a holiday.* |

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
X	Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
X	Memorial Day			0.0						
X	<Enter Pay Code>									
X	Schedule			8:00AM...	8:00AM...	8:00AM...	8:00AM...	8:00AM...		
X	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals   Accruals   Audits   Historical Corrections

All   All

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP1 - Holiday Premium Pay at 1.5	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	80.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	80.0	$0.00

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Scenario 3A

Note: There are three options for Scenario 3 (i.e., 3A, 3B and 3C).

For Regular Full-time Employees: I did not work on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off a department director should assign the employee an alternate day off within the same pay period.
MCtime Action	Employee should record the alternate day off in the same pay period by using the pay code **HOL – Holiday Leave**.
Result	MCtime will apply the proper Holiday Leave compensation automatically for that employee for the alternate day off.

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒ Hours Worked					8.0	8.0	8.0		24.0
☒ HOL - Holiday Leave				8.0					8.0
☒ Memorial Day			0.0						
☒ <Enter Pay Code>									
☒ Schedule				8:00AM…	8:00AM…	8:00AM…	8:00AM…		
☒ Daily Total				8.0	8.0	8.0	8.0		32.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	64.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

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Scenario 3B

For Regular Full-time Employees:
I did not work on the Holiday -AND- Holiday fell on my scheduled day off.

Explanation	Instead of an alternate day off, the department director may offer the employee an equivalent amount of compensatory time as the holiday benefit.
MCtime Action	An equivalent amount of compensatory leave should be entered by the employee using the pay code *CLH – Comp Lv Earned for Holiday*. This entry should display on the observed holiday. *Note: MLS employees are not eligible for Compensatory Leave*
Result	MCtime will credit the employee with the amount of compensatory leave earned entered by the employee. Generally, the comp leave will be available for use in future pay periods and will not be available for use in the current pay period if the employee's comp leave balance prior to this entry was less than a full day.

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒	Hours Worked				8.0	8.0	8.0	8.0		32.0
☒	CLH - Comp Lv Earned for Holid...			8.0						8.0
☒	Memorial Day			0.0						
☒	<Enter Pay Code>									
☒	Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
☒	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals Accruals Audits Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	CLH - Comp Lv Earned for Holiday	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

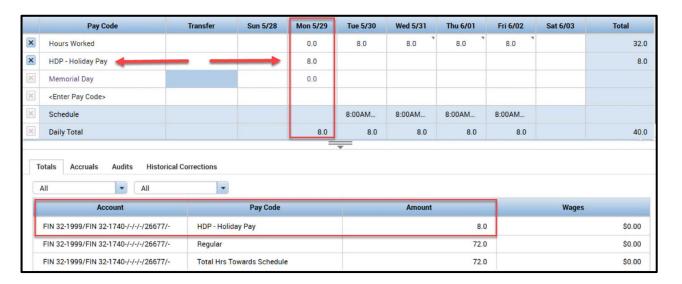[Back to Top]

Scenario 3C

For Regular Full-time Employees: I did not work on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	The department director may offer the employee pay as the holiday benefit **ONLY if the department director would have to pay overtime to another employee to replace the employee if the employee took an alternate day off**.
MCtime Action	An equivalent amount of hours should be entered by the manager or supervisor using the pay code *HDP – Holiday Pay*. *Note: MLS employees are not eligible for Holiday Pay.*
Result	The employee will receive Holiday Pay for the holiday in lieu of a day off from work.

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
Hours Worked			0.0	8.0	8.0	8.0	8.0		32.0
HDP - Holiday Pay			8.0						8.0
Memorial Day			0.0						
<Enter Pay Code>									
Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HDP - Holiday Pay	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 4A

Note: There are three options for Scenario 4 (i.e., 4A, 4B and 4C).

For Regular Full-time Employees: I worked on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work, the department director should assign the employee an alternate day off within the same pay period.
MCtime Action	The employee should record – 1. ***Hours Worked*** for all hours worked on the holiday 2. Record the alternate day off by using the pay code ***HOL – Holiday Leave,*** limited to the total number of hours normally scheduled to work in a day (i.e., 8, 9 or 10).
Result	The employee will receive: • ***HP2 - Holiday Premium Pay at 2.0*** calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours) • **Holiday Leave** as entered for the alternate day off in the pay period. • **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day. *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for Holiday Premium Pay.*

Scenario 4A (continued)

Timecard (Note: in the example below, the employee works a 4/10 schedule. Monday, 9/6 is the employee's regular day off.

Pay Code	Transfer	Sun 5/21	Mon 5/22	Tue 5/23	Wed 5/24	Thu 5/25	Fri 5/26	Sat 5/27	Total
☒ Hours Worked			8.0	8.0	8.0	8.0			32.0
☒ HOL - Holiday Leave							8.0		8.0
☒ <Enter Pay Code>	'								
☒ Schedule			8:00AM...	8:00AM...	8:00AM...	8:00AM...	8:00AM...		
☒ Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Record the alternate day off in a pay period.

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒ Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
☒ Memorial Day			0.0						
☒ <Enter Pay Code>									
☒ Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		

Record actual hours worked on the holiday.

| Totals | Accruals | Audits | Historical Corrections |

| All ▼ | All ▼ |

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	64.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 4B

For Regular Full-time Employees: I worked on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work. In lieu of another day off in the pay period, the department director may offer the employee an equivalent amount of compensatory time as the holiday benefit.
MCtime Action	The employee should record – 1. ***Hours Worked*** for all hours worked on the holiday 2. Compensatory leave using the pay code ***CLH – Comp Lv Earned for Holiday***. Limited to the total number of hours normally scheduled to work in a day, i.e. 8, 9 or 10.
Result	The employee will receive: ***HP2 - Holiday Premium Pay at 2.0*** calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours). - Compensatory leave earned (**CLH**) as entered by the employee. The comp leave will not be added to the employee's comp leave balance until the next pay period and will not be available for use in the current pay period if the employee's comp leave balance prior to this entry was less than a full day. **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day. *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for Holiday Premium Pay or Compensatory Leave*

Back to Top

Scenario 4B (continued)

Timecard (Note: in the example below, the employee works a Compressed Schedule)

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒ Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
☒ CLH - Comp Lv Earned for Holid…			8.0						8.0
☒ Memorial Day			0.0						
☒ <Enter Pay Code>									
☒ Schedule				8:00AM…	8:00AM…	8:00AM…	8:00AM…		
☒ Daily Total			16.0	8.0	8.0	8.0	8.0		48.0

Totals   Accruals   Audits   Historical Corrections

| All ▼ | All ▼ |

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	CLH - Comp Lv Earned for Holiday	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 4C

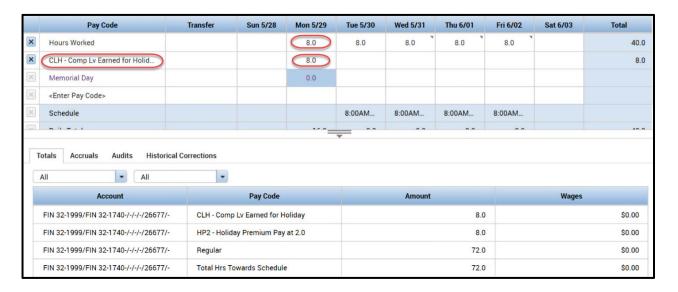|	
For Regular Full-time Employees: **I worked on the Holiday -AND- Holiday fell on my scheduled day off.**	
Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work. The department director may offer the employee pay as the holiday benefit **ONLY if the department director would have to pay overtime to another employee to replace the employee if the employee took an alternate day off**.

MCtime Action	The employee should record –
	  1. **Hours Worked** for all hours worked on the holiday
	
	The supervisor must record –
	  2. **HDP – Holiday Pay** limited to the total number of hours normally scheduled to work in a day, i.e. 8, 9 or 10.

Result	The employee will receive: • **HP2 - Holiday Premium Pay at 2.0** calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours). • **Holiday Pay** as entered by the supervisor. Holiday Pay is calculated at 1 times the normal pay rate for the hours worked in a normal day • **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day. *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for holiday premium pay or overtime for hours worked on a holiday.*

Scenario 4C (continued)

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
✕	Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
✕	HDP - Holiday Pay			8.0						8.0
✕	Memorial Day			0.0						
✕	<Enter Pay Code>									
✕	Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
	Daily Total			16.0	8.0	8.0	8.0	8.0		48.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HDP - Holiday Pay	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Back to Top

Scenario 5

For Regular Part-Time Employees:	
I did not work on the Holiday -AND- Holiday is on a regular scheduled workday.	
Explanation	When a holiday falls on a **regular workday, Regular Part-Time employees will be released from attendance** where practical and where eligible, will receive regular pay for the holiday.
MCtime Action	No action is necessary in MCtime. The holiday should automatically appear on the employee's timecard.
Result	MCtime will automatically credit the employee with **HOL – Holiday Leave** based upon the total number of regular hours scheduled for the day.

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
✖	Hours Worked				8.0	8.0	8.0	8.0		32.0
✖	Memorial Day		←	→ 8.0						8.0
✖	<Enter Pay Code>									
✖	Schedule			8:00AM…	8:00AM…	8:00AM…	8:00AM…	8:00AM…		
✖	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	80.0	$0.00

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Scenario 6

For Regular Part-Time Employees: **I worked on the Holiday -AND- Holiday is on a regular scheduled work day.**	
Explanation	An employee is **required to work on the holiday.**
MCtime Action	Record the actual hours worked for the day as *Hours Worked*.
Result	• Holiday leave hours will be reduced by the actual number of hours worked and eligible employee will receive *Regular* pay and *HP1 – Holiday Premium Pay at 1.5.* • Overtime or compensatory leave will be calculated for any overtime hours worked on the holiday *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for holiday premium pay or overtime for hours worked on a holiday.*

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
✕	Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
✕	Memorial Day			0.0						
✕	<Enter Pay Code>									
✕	Schedule			8:00AM...	8:00AM...	8:00AM...	8:00AM...	8:00AM...		
✕	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

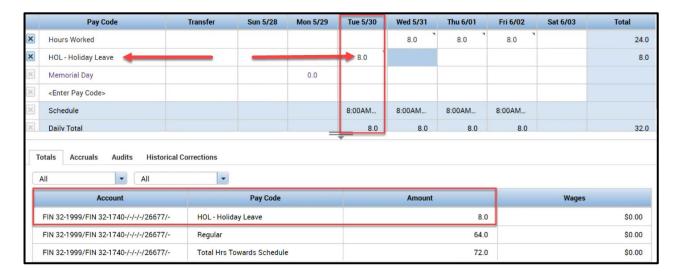| Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP1 - Holiday Premium Pay at 1.5	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	80.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	80.0	$0.00

Back to Top

Scenario 7A

Note: There are three options for Scenario 7 (i.e., 7A, 7B and 7C).

For Regular Part-Time Employees: I did not work on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off a department director should assign the employee an alternate day off within the same pay period.
MCtime Action	Employee should record the alternate day off in the same pay period by using the pay code *HOL – Holiday Leave*.
Result	MCtime will apply the proper Holiday Leave compensation automatically for that employee for the alternate day off.

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒ Hours Worked					8.0	8.0	8.0		24.0
☒ HOL - Holiday Leave				8.0					8.0
☒ Memorial Day			0.0						
☒ <Enter Pay Code>									
☒ Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
☒ Daily Total				8.0	8.0	8.0	8.0		32.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	64.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Back to Top

Scenario 7B

For Regular Part-Time Employees: I did not work on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	Instead of an alternate day off, the department director may offer the employee an equivalent amount of compensatory time as the holiday benefit.
MCtime Action	An equivalent amount of compensatory leave should be entered by the employee using the pay code *CLH – Comp Lv Earned for Holiday*. This entry should display on the observed holiday. *Note: MLS employees are not eligible for Compensatory Leave*
Result	MCtime will credit the employee with the amount of compensatory leave earned entered by the employee. Generally, the comp leave will be available for use in future pay periods and will not be available for use in the current pay period if the employee's comp leave balance prior to this entry was less than a full day.

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒	Hours Worked				8.0	8.0	8.0	8.0		32.0
☒	CLH - Comp Lv Earned for Holid...			8.0						8.0
☒	Memorial Day			0.0						
☒	<Enter Pay Code>									
☒	Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
☒	Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals Accruals Audits Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	CLH - Comp Lv Earned for Holiday	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 7C

For Regular Part-Time Employees:	
I did not work on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	The department director may offer the employee pay as the holiday benefit **ONLY if the department director would have to pay overtime to another employee to replace the employee if the employee took an alternate day off**.
MCtime Action	An equivalent amount of hours should be entered by the manager or supervisor using the pay code **HDP – Holiday Pay**. *Note: MLS employees are not eligible for Holiday Pay.*
Result	The employee will receive Holiday Pay for the holiday in lieu of a day off from work.

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
Hours Worked			0.0	8.0	8.0	8.0	8.0		32.0
HDP - Holiday Pay			8.0						8.0
Memorial Day			0.0						
<Enter Pay Code>									
Schedule				8:00AM…	8:00AM…	8:00AM…	8:00AM…		
Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Totals   Accruals   Audits   Historical Corrections

All | All

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HDP - Holiday Pay	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Back to Top

Scenario 8A

Note: There are three options for Scenario 8 (i.e., 8A, 8B and 8C).

For Regular Part-Time Employees: I worked on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work, the department director should assign the employee an alternate day off within the same pay period.
MCtime Action	The employee should record – 3. **Hours Worked** for all hours worked on the holiday 4. Record the alternate day off by using the pay code **HOL – Holiday Leave,** limited to the total number of hours normally scheduled to work in a day (i.e., 8, 9 or 10).
Result	The employee will receive: • **HP2 - Holiday Premium Pay at 2.0** calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours) • **Holiday Leave** as entered for the alternate day off in the pay period. • **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day. *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for Holiday Premium Pay.*

Back to Top

Scenario 8A (continued)

Timecard (Note: in the example below, the employee works a 4/10 schedule. Monday, 9/6 is the employee's regular day off.

Pay Code	Transfer	Sun 5/21	Mon 5/22	Tue 5/23	Wed 5/24	Thu 5/25	Fri 5/26	Sat 5/27	Total
☒ Hours Worked			8.0	8.0	8.0	8.0			32.0
☒ HOL - Holiday Leave				Record the alternate day off in a pay period.			8.0		8.0
☒ <Enter Pay Code>									
☒ Schedule			8:00AM...	8:00AM...	8:00AM...	8:00AM...	8:00AM...		
☒ Daily Total			8.0	8.0	8.0	8.0	8.0		40.0

Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
☒ Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
☒ Memorial Day			0.0						
☒ <Enter Pay Code>		Record actual hours worked on the holiday.							
☒ Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		

Totals   Accruals   Audits   Historical Corrections

| All ▼ | All ▼ |

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HOL - Holiday Leave	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	64.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 8B

For Regular Part-Time Employees:
I worked on the Holiday -AND- Holiday fell on my scheduled day off.

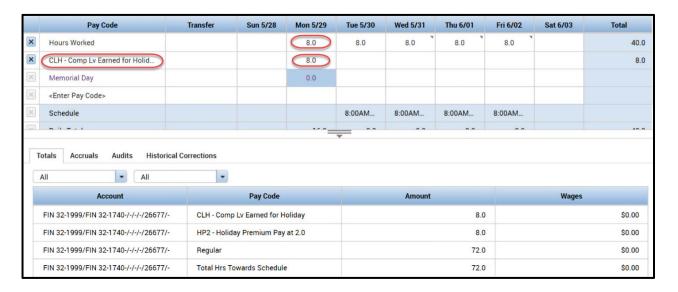| Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work. In lieu of another day off in the pay period, the department director may offer the employee an equivalent amount of compensatory time as the holiday benefit.
MCtime Action	The employee should record –
	3. *Hours Worked* for all hours worked on the holiday
	4. Compensatory leave using the pay code *CLH – Comp Lv Earned for Holiday*. Limited to the total number of hours normally scheduled to work in a day, i.e. 8, 9 or 10.
Result	The employee will receive:
	• *HP2 - Holiday Premium Pay at 2.0* calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours).
	• Compensatory leave earned (**CLH**) as entered by the employee. The comp leave will not be added to the employee's comp leave balance until the next pay period and will not be available for use in the current pay period if the employee's comp leave balance prior to this entry was less than a full day.
	• **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day.
	Note: Please review MCGEO contract and refer to Job Aid: Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for Holiday Premium Pay or Compensatory Leave*

Back to Top

Scenario 8B (continued)

Timecard (Note: in the example below, the employee works a Compressed Schedule)

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
✗	Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
✗	CLH - Comp Lv Earned for Holid...			8.0						8.0
✗	Memorial Day			0.0						
✗	<Enter Pay Code>									
✗	Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
	Daily Total			16.0	8.0	8.0	8.0	8.0		48.0

Totals   Accruals   Audits   Historical Corrections

All ▼   All ▼

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	CLH - Comp Lv Earned for Holiday	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00

Scenario 8C

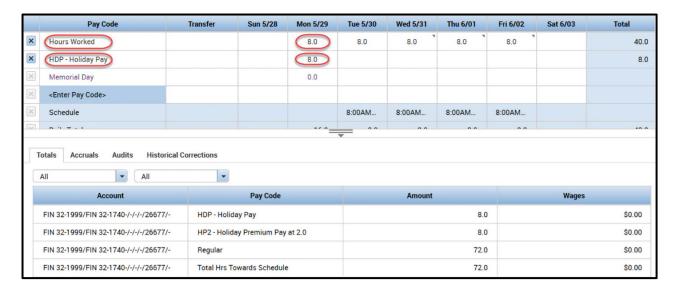| For Regular Part-Time Employees:	
I worked on the Holiday -AND- Holiday fell on my scheduled day off.	
Explanation	A holiday falls on an employee's scheduled day off & the employee was required to work. The department director may offer the employee pay as the holiday benefit **ONLY if the department director would have to pay overtime to another employee to replace the employee if the employee took an alternate day off**.
MCtime Action	The employee should record – 3. *Hours Worked* for all hours worked on the holiday The supervisor must record – 4. *HDP – Holiday Pay* limited to the total number of hours normally scheduled to work in a day, i.e. 8, 9 or 10.
Result	The employee will receive: • *HP2 - Holiday Premium Pay at 2.0* calculated at 2 times the normal pay rate for all hours worked on the holiday (limited to the duration of the scheduled shift of 8, 9 or 10 hours). • *Holiday Pay* as entered by the supervisor. Holiday Pay is calculated at 1 times the normal pay rate for the hours worked in a normal day • **Overtime pay** or compensatory leave earned for any hours worked in excess of the normal work day. *Note: Please review MCGEO contract and refer to Job Aid:* Editing Holiday Premium Pay for an Unscheduled Absence. *MLS employees are not eligible for holiday premium pay or overtime for hours worked on a holiday.*

Scenario 8C (continued)

	Pay Code	Transfer	Sun 5/28	Mon 5/29	Tue 5/30	Wed 5/31	Thu 6/01	Fri 6/02	Sat 6/03	Total
✕	Hours Worked			8.0	8.0	8.0	8.0	8.0		40.0
✕	HDP - Holiday Pay			8.0						8.0
✕	Memorial Day			0.0						
✕	<Enter Pay Code>									
✕	Schedule				8:00AM...	8:00AM...	8:00AM...	8:00AM...		
	Daily Total			16.0	8.0	8.0	8.0	8.0		48.0

Totals Accruals Audits Historical Corrections

| All ▼ | All ▼ |

Account	Pay Code	Amount	Wages
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HDP - Holiday Pay	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	HP2 - Holiday Premium Pay at 2.0	8.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Regular	72.0	$0.00
FIN 32-1999/FIN 32-1740-/-/-/-/26677/-	Total Hrs Towards Schedule	72.0	$0.00