

Holiday Pay and Disability Benefits

To ensure compliance with MOU language and Worker's Compensation regulations, the following should be applied when paying Holiday time and/or banking Holiday hours.

An employee must be in a paid status the day before and the day after the holiday in order to be paid or bank Holiday time, if applicable.

An employee on a leave of absence without pay for either the regular scheduled working day before the holiday, or the regular scheduled working day after the holiday, who receives no earnings from the County of Riverside for both or either of those days, shall not be paid for the holiday, nor will an employee be entitled to bank Holiday hours.

If an employee is on a leave of absence and is paid the day before and the day after the holiday, including pay as the result of using available balances (i.e. vacation, annual, sick, holiday, or comp time), the employee shall be paid for the holiday or may bank the Holiday time, if applicable per MOU language.

Short-Term Disability & Long-Term Disability

The receipt of short term disability (STD) or long term disability (LTD) does not constitute a "paid status".

These payments are monetary benefits received from an alternative outside source other than the County of Riverside payroll. However, earnings paid from the County of Riverside from the use of accrued balances (i.e. vacation, annual, sick, holiday, or comp time), shall be considered paid time and an employee will be in a "paid status", even if the accrued balances are only used to integrate with the benefits the employee is receiving from an outside source.

Workers' Compensation

In most cases workers' compensation (W/C) payments will not constitute "paid status" either.

With respect to W/C payments, an employee receiving W/C payments for the first 10 days of absence, shall be entitled to Holiday time only if the holiday occurs within the first 10 days of the period covered by W/C.

An employee on 4850 status shall be considered to be in a paid status for the entire duration of the 4850 period. An employee shall be paid Holiday hours or be entitled to bank Holiday time, if applicable, as though he or she was currently working.