

ARTICLE 18.

HOLIDAYS

Section 1.

All employees covered by this Agreement shall be granted thirteen (13) legal holidays. All holidays shall be accrued and taken in accordance with Departmental policy. In the future should the number of holidays provided to San Antonio Police Officers increase, the amount of holidays for Fire Fighters will increase to match Police Department schedules.

Section 2.

All employees who work on a shift during a Premium Holiday listed below shall be paid an additional one-half (1/2) time that of her/his/her regular rate of pay for the actual hours worked during the Premium Holiday. Actual hours paid for both shifts working a Premium Holiday will not exceed twenty-four (24) hours. Holiday pay shall not apply to those employees who are working an overtime opportunity.

Premium Holidays shall commence at 12:01 a.m. and end twenty-four (24) hours later at 12:00 a.m. and shall include the following eight (8) holidays:

New Year's Day
Easter Sunday
Independence Day
Veteran's Day
Thanksgiving Day
Christmas Eve
Christmas Day
New Year's Eve

Section 3.

This Article is intended to supersede the Terms of any statutory provisions including Section 142.0013(c) of the Texas Local Government Code, pursuant to Section 174.006 of the Texas Local Government Code. The parties further agree that this provision was mutually intended by the parties in the prior agreement to override inconsistent provisions under state law. The Association agrees to deny any grievance filed by a class or individual against the City asserting that the City owes the Fire Fighter or class additional holidays under the prior or current agreement as not stating a valid contract claim. The Association additionally agrees that the City has a complete defense to any lawsuits for past claims or claims during the contract term and agrees to provide non-economic support to the City in its defense of any such claims because said claims are barred under the terms of the agreements and other legal defenses.

Date: 6/25/2024

A. Segurion

For the City

Ben Allen

For the Association