



CIVILIAN EMPLOYEE CHAPTER 14 CODE OF ORDINANCES
REVISION FOR HOLIDAY COMPENSATION

PRESENTED TO THE

FISCAL AFFAIRS COMMITTEE

JULY 6, 2010

*OMAR C. REID
HUMAN RESOURCES DIRECTOR*



Requesting City Council approval for:

- Revision to Chapter 14-168 regarding municipal employee compensation for holidays:
 - Affects ONLY employees whose regularly scheduled day off falls on a holiday.
 - Reinstates option of allowing employees to accrue a holiday to be taken at a later date rather than *requiring* the employee be paid.
 - Requires payment to employees if holiday time is not taken within 180 days.



Benefit: Flexibility

- Employee – Gets to take the holiday off at a later date; if the time is not used within 180 days, it **MUST** be paid.
- Director – no longer *required* to pay employees for a holiday on their scheduled day off.



Current Ordinance Restrictions:

- Inflexible – if employee or department wants to reschedule day off, not allowed.
- Costly – \$2,500,000 annually -
\$ 250,000 average per holiday.

Does not impact employees working on a holiday



Why Options?

- **Accrue**
 - Some employees prefer to have the time off
 - Budgetary relief

- **Pay**
 - In some operational areas, if employees took off accrued holidays, overtime would have to be paid to employees filling during their absence



Communication:

- All employees will be notified
 - E-mail
 - Newsletter
 - Bulletin Boards
 - Face to face meetings

- HOPE has been included



**We are requesting your favorable
consideration.**

Thank you!