

CITY COUNCIL COMMUNICATION



MEETING DATE: November 30, 2021

ITEM NUMBER: 12.B

SECOND READING:

{{customfields.ResoOrdNumber}}

TYPE OF ITEM: General Business

PRESENTED BY:

Joanne Zeas, Human Resources, Joanne.Zeas@longmontcolorado.gov

SUBJECT/AGENDA TITLE:

Request for Council direction for City employee holiday schedule

EXECUTIVE SUMMARY:

Requesting Council direction regarding the addition of Juneteenth to the City employee holiday schedule.

COUNCIL OPTIONS:

1. Add Juneteenth to the list of recognized holidays for the City of Longmont.
2. Decline to add Juneteenth Day to the list of recognized holidays for the City of Longmont.

RECOMMENDED OPTIONS:

Add Juneteenth to the list of recognized holidays for the City of Longmont for all City employees.

FISCAL IMPACT & FUND SOURCE FOR RECOMMENDED ACTION:

Fiscal impact is anticipated to be limited as holiday time does not have a payout value. Additional cost could be possible if overtime is required in service areas utilizing hourly staff members.

BACKGROUND AND ISSUE ANALYSIS:

The City currently recognizes ten recognized holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

One Personal Day is also provided to employees, and is described as a “floating holiday”. While this holiday calendar closely aligns with the list of Federal Holidays, it does not include two 2021 Federal Holidays that are newly established or newly revised. Additionally, the Day after Thanksgiving is included in City of Longmont holidays but not recognized on the Federal level.

On July 1, 2021, City Council passed resolution 2021-75. This resolution recognized the significance of Juneteenth, and encouraged the observation, celebration, and commemoration of this holiday. This holiday, which occurs on June 19th of each year, is now recognized as a National holiday. As we prepare our 2022 holiday schedule, direction is requested as to whether to include this as an ongoing additional holiday. Of further note, on October 8, 2021, President Biden declared that October 11, 2021 would be recognized as Indigenous Peoples’ Day. This date was formerly recognized as the Federal Holiday of Columbus Day. This holiday is not currently included in the City of Longmont Holiday schedule.

City staff are seeking direction on whether to incorporate Juneteenth as a recognized holiday in the employee benefits plan for City employees. This holiday is prioritized for incorporation due to Council’s July resolution regarding celebration of this date.

If Council agrees to move forward, the City will return with an ordinance to include this holiday for all City staff. The holiday would be incorporated according to classification, with most City staff receiving the holiday on the day of celebration and shift employees receiving additional hours to allow for holiday staffing. Our recommendation is to incorporate the holiday for all benefits-eligible employees, including those in the Police and Fire Collective Bargaining Unit.

ATTACHMENTS:

None