

Legislation Text

File #: BILL NO. 24-084, **Version:** 1

An Ordinance amending the Code of Ordinances Section 2-2. City holidays, to add Juneteenth and Veterans Day as official City Holidays. (F&BC 5/6/24)

(Note: First read by Council on June 4, 2024.)

Issue/Request:

This is a follow up to the City Manager presentation of the Attraction, Satisfaction and Retention (ASR) Teams initiative from the April 9, 2024 City Council meeting. This information is being presented to consider adding two additional holidays to the City's recognized holidays. The request is to add Juneteenth and Veteran's day to the list of observed holidays. The financial impact of adding these two additional holidays is currently incorporated into the City Manager's proposed FY25 budget. A comparison of other municipalities' recognized holidays is attached to this packet for review and comparison.

Key Issues:

- During 2023 City Staff initiated an Attraction, Satisfaction and Retention (ASR) effort including multiple teams of employees to assess recommendations to improve the work environment and attraction, satisfaction and retention of employees
- As a result of this ASR effort a number of items were identified as high priority for employees
- One of the top fifteen priorities of the ASR teams was to add two (2) City holidays Juneteenth and Veterans Day
- If approved, this would place the City behind only the State of Missouri and City of Independence in the number of observed holidays for employees based on the comparators that were evaluated.

Estimated additional cost to add the two holidays: General Fund \$98,000 Parks \$21,000 Water \$700

Proposed Committee Motion:

I move to recommend to City Council for approval of an Ordinance amending the Code of Ordinances section 2-2. City holidays, to add Juneteenth and Veterans Day as official City Holidays.

Background:

The City currently has 10 holidays in which City staff are compensated as part of their overall benefits.

Timeline:

If approved, the change will become effective July 1, 2024 with the beginning of the new Fiscal year. In doing so, Veteran's Day in 2024 would be recognized as a City organization holiday and Juneteenth in 2025.

Mark Dunning, City Manager

Recommendation: Staff recommends approval of the ordinance

Committee Recommendation:

The Finance and Budget Committee voted unanimously to advance the ordinance to the Mayor and Council for discussion and consideration.