



Legislation Text

File #: 210802., **Version:** 1

Human Resources Policy L-6: Holidays (B)

This item is to amend Human Resources Policy L-6: Holidays, to add a recurring City holiday.

The City Commission on June 17, 2021 voted to allow non-essential personnel to observe the newly created federal holiday of Juneteenth. Since then, the holiday has been negotiated into four of the City's seven collective bargaining agreements (Amalgamated Transit Union, Communications Workers of America Non-Supervisory, Communications Workers of America Supervisory, and the Fraternal Order of Police). Those contracts cover approximately 1,450 of the City's roughly 2,200 regular employees.

The proposed amendment to the Holidays policy and bargaining with the remaining unions (International Association of Firefighters, IAFF District Chiefs and Police Benevolent Association) would extend the Juneteenth holiday to all employee groups.

Strategic Connection: This item is connected to Goal 5: Best in Class Neighbor Services; Objective 1: Maintain, hire, train and retain professional community builders dedicated to serving the Gainesville community; in the City's Strategic Plan and is a high priority item.

The additional cost of payroll and benefits associated with the proposed change is estimated at \$40,000.

Approve revision to Human Resources Policy L-6: Holidays.