

# COM 2022 HOLIDAY PROPOSAL

September 2021

# Holiday 2022 Update

## Background

- In 2020, Council presented a resolution requesting Juneteenth
- The Administration requested that Council identify a holiday to replace with Juneteenth because City government already provides more holidays than any other local employer and an additional holiday would cost approx. \$1 Mil
- After several months, the Administration presented a resolution to the council to replace President's Day with Juneteenth. In response, the Council asked the Administration to survey the employees.

The HR team conducted a survey of city employees regarding which holiday they prefer to exchange for Juneteenth. The survey was conducted April 8 – 14 and we had a total of 2,991 responses and results shared with Council.

In that survey, **Presidents' Day was voted as the top holiday to exchange with 1,123 votes.**

*Without hearing a response from council, the Administration maintained the current 2021 holiday schedule of 13 paid holidays for 2022*

# Proposed Holiday 2022 Update

<b>2022 HOLIDAY SCHEDULE</b>	
<b>NEW YEAR'S DAY (Observed)</b>	<b>Friday, December 31, 2021</b>
<b>MARTIN L. KING JR. DAY*</b>	<b>Monday, January 17, 2022</b>
<b>PRESIDENTS' DAY*</b>	<b>Monday, February 21, 2022</b>
<b>GOOD FRIDAY</b>	<b>Friday, April 15, 2022</b>
<b>MARTIN L. KING JR. MEMORIAL*</b>	<b>Monday, April 4, 2022</b>
<b>MEMORIAL DAY</b>	<b>Monday, May 30, 2022</b>
<b>INDEPENDENCE DAY</b>	<b>Monday, July 4, 2022</b>
<b>LABOR DAY</b>	<b>Monday, September 5, 2022</b>
<b>VETERANS' DAY*</b>	<b>Friday, November 11, 2022</b>
<b>THANKSGIVING DAY</b>	<b>Thursday, November 24, 2022</b>
<b>DAY AFTER THANKSGIVING</b>	<b>Friday, November 25, 2022</b>
<b>CHRISTMAS EVE (Observed)</b>	<b>Friday, December 23, 2022</b>
<b>CHRISTMAS DAY (Observed)</b>	<b>Monday, December 26, 2022</b>
<b>2023 NEW YEAR'S DAY (Observed)</b>	<b>Monday, January 2, 2023</b>

# Holiday Comparison

<b>Memphis</b>	<b>Shelby County</b>	<b>Chattanooga</b>	<b>Denver</b>	<b>Little Rock</b>	<b>Nashville</b>
13	11	12	11	9	11

# QUESTIONS

# APPENDIX

Sec. 3-4-2. - Legal holidays.



A. City departments will be closed and employees excused, excepting emergency and necessary operations, on the following legal holidays:

[EXPAND](#)

New Year's Day	January 1
Good Friday	
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving Day	Fourth Thursday in November
Day following Thanksgiving	Fourth Friday in November
Christmas Eve	December 24
Christmas Day	December 25

B. Suspension of work at other times will be only with the approval of the mayor and council. Permanent and probationary employees will be excused from work on official holidays without a reduction in pay.

(Code 1967, § 2-12; Code 1985, § 2-2; Ord. No. 1268, § 1, 5-2-1972; Ord. No. 1345, § 1, 6-27-1972)

# COM Paid Time Off

<b>Sick Leave</b>	<b>Vacation</b>	<b>Holidays</b>
<ul style="list-style-type: none"><li>• 12 – 30 days annually (based on years of service)</li><li>• 1 – 2.5 days monthly</li><li>• Unlimited Accumulation</li></ul>	<ul style="list-style-type: none"><li>• 13 – 28 days annually (based on years of service)</li><li>• Effective Jan 1, 2022</li></ul>	<ul style="list-style-type: none"><li>• 13 days</li><li>• MFD/MPD annual cash payout</li></ul>

40-hr employees can carryover 10 days and 56-hr employees 6 days (although Fire encourages them to use them all).



# 15 YEAR EMPLOYEE EXAMPLE

## Example: Accrual in One Year

Sick Leave	Vacation	Holidays
• 30 days	• 23 Days	• 13 Days

- 36 days in vacation/holiday time
- **66 days** total including sick time  
(25% of 260 total workdays)

# VACATION AND SICK LEAVE ACCURALS

## Vacation Leave

**\*Effective January 1, 2022**

Years of Service	Accrual Per Year
6 months – 1 yr	5.0 Days
1 - 5	13.0 Days
6 - 14	1 Additional Day Per Year
15 - 16	23.0
17 - 18	24.0
19 - 20	25.0
21 - 22	26.0
23 - 24	27.0
25 - 26	28.0

## Sick Leave

Years of Service	Accrual Per Month
1 - 5	1.0 Days
6 - 9	1.5 Days
10 - 14	2.0 Days
15+	2.5 Days