



UNIVERSITY PARK CITY COUNCIL AGENDA MEMO

Meeting Date:
9/19/2023

Item Type:
Action Item

Subject: Holiday Ordinance Amendment

Prepared By: Cheree' Bontrager, Director of Human Resources

Background:

As part of the annual budget preparation process, employee benefits are reviewed to ensure the City remains competitive with specific cities previously identified in 2019.

Based on this evaluation, City staff proposes the addition of a new holiday to recognize Juneteenth. City staff and the Employee Benefits Committee reviewed the existing list of observed employee holidays with comparator cities and other cities across Texas and recommended the City add this holiday.

Additionally, staff recommends removing paragraph (b) from the holiday ordinance (related to how holiday pay is calculated) because these details are better suited in the City's administrative orders.

Fiscal Impact:

- ☒ Not Applicable
- ☐ Budget Amendment Required
- ☐ Proposed Revenue
- ☐ Proposed Expenditure

Funding Source:

Master Plan Goal: N/A

Recommendation:

Staff requests approval of the amendment to the holiday ordinance, Article 9.03 Compensation and Benefits, section 9.03.002 Holidays.

Committee Review (optional):

The proposed addition of the Juneteenth Holiday was reviewed and approved by the Employee Benefits Committee on July 25, 2023 and the Finance Committee on August 17, 2023.

Attachments: Proposed Amended Holiday Ordinance