

**A GENERAL ORDINANCE OF THE CITY OF NEVADA, MISSOURI, AMENDING THE CITY PERSONNEL CODE**

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF NEVADA, MISSOURI THAT:**

**Section 1.** **Section 25-4.102, Holidays**, of the Code of the City of Nevada, Missouri, is hereby amended to read as follows:

(a) All regular employees will be entitled to the number of paid holidays listed below. Currently there are thirteen such holidays and they are as follows:

(b) This section is hereby repealed.

New Year's Day	January 1st
Martin Luther King Day	3rd Monday in January
Presidents Day	3rd Monday in February
Memorial Day	4th or 5th Monday in May
Juneteenth	June 19th
Independence Day	July 4th
Labor Day	1st Monday in September
Columbus Day	2 <sup>nd</sup> Monday in October
Veterans' Day	November 11th
Thanksgiving Day	4th Thursday in November
Friday after Thanksgiving	4th Friday in November
Christmas Eve	December 24th
Christmas Day	December 25th

(c) When any regular, commissioned, or 56-hour employee is required to work an authorized holiday, he will choose one of the following at the time the holiday is worked:

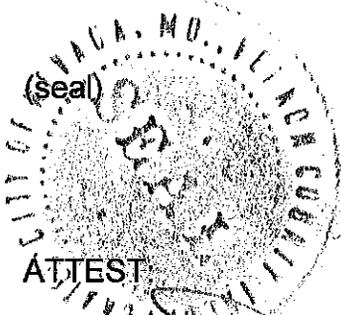
- (1) Receive payment at the regular rate of pay for one additional eight-hour day of work, with payment to be made on the payroll following the holiday worked.
- (2) Receive one additional day of vacation for each holiday worked, and such additional vacation will be added to the employee's accumulative total.

(d) This section is hereby repealed.

- (e) When an authorized holiday falls on an employee's regularly scheduled day off, the holiday will be carried forward to the next regular work day (not applicable to commissioned officers and 56-hour personnel).
- (f) When an authorized holiday falls on a Saturday, the preceding Friday will be observed as the official holiday (not applicable to commissioned officers and 56-hour personnel).
- (g) When an authorized holiday falls on a Sunday, the following Monday will be observed as the official holiday (not applicable to commissioned officers and 56-hour personnel).

**Section 2.** This ordinance shall be effective upon its passage and approval.

**PASSED, APPROVED and ADOPTED** by the City Council of the City of Nevada, Missouri, this 25th day of February, 2025.



*Cynthia Dye*  
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CYNTHIA DYE, CITY CLERK

*George C. Knox*  
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GEORGE C. KNOX, MAYOR

**AGENDA ITEM**  
January 21, 2025

Subject: Chapter 25, Personnel Code Changes

Department: Human Resources

The Council has authorized two more holidays in the past couple of years than what has been listed in the Personnel Code. These holidays have been budgeted for 2025 and should be updated in the Personnel Code as a recognized holiday for City employees. Along with this change the Human Resources Department is recommending a change to how the Fire Department personnel holiday pay is distributed. Currently it has been done on a quarterly basis. Because of the quarterly payout, it is sometimes missed when personnel leave or get hired during the quarter. We are recommending it be paid out the same as regular and commissioned officers are paid, as it occurs.

- Section 25-4.102(a), updating authorized holidays by adding two (2) days: Juneteenth and Columbus Day, and removing the exception of 56-hour personnel
- Section 25-4.102(b) update paragraph to include, not exclude, 56-hour personnel

The City Manager and City Attorney have reviewed these proposals.