

AGENDA ITEM
December 3, 2019

Subject: Amending Municipal Code Chapter 25 Personnel Code

Department: City Manager

Research shows that taking leave from work can reduce stress, improve productivity and general wellbeing. The City of Nevada observes 9 ½ holidays while Vernon County observes 12 holidays and the Federal Government observes 10 holidays.

The Employee Relations Committee on behalf of all employees have requested the addition of 1 ½ holidays to improve health and general wellbeing. Martin Luther King Day and a full day on Christmas Eve are the proposed additions. Customer traffic has historically been minimal on these days and would cause less of an impact on the public.

HOLIDAY	MONTH	FEDERAL	COUNTY	CITY
New Year's Day	January	x	x	x
Martin Luther King Day	January	x	x	
Lincoln's Birthday	February		x	
George Washington / Preidents Day	February	x	x	x
Truman Day	May		x	
Memorial Day	May	x	x	x
Independence Day	July	x	x	x
Labor Day	September	x	x	x
Columbus Day	October	x	x	
Veteran's Day	November	x	x	x
Thanksgiving Day	November	x	x	x
Day after Thanksgiving	November			x
Christmas Eve	December			x 1/2
Christmas Day	December	x	x	x
Total		10	12	9 1/2
Estimated annual cost to add 1 1/2 holidays				\$7,670

BILL NO. 2019-057

ORDINANCE NO.

A GENERAL ORDINANCE OF THE CITY OF NEVADA, MISSOURI, AMENDING CHAPTER 25-4.102. – HOLIDAYS. OF THE NEVADA MUNICIPAL CODE.

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

Whereas, City employees are the most important part of City operations and;

Whereas, Research suggests that holiday leave can boost workplace productivity, improve your mental health and extend your life and;

Whereas, The Employee Relations Committee on behalf of all employees requested an additional one and one half (1 ½) holidays and;

Whereas, The cost for the additional holidays is minimal in comparison to the health and moral of the employees;

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

Section 1. Section 25-4.102. – Holidays. is hereby amended with the following changes:

- (a) All regular employees, with the exception of 56-hour personnel, will be entitled to the eleven (11) paid holidays listed below.

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
Independence Day	July 4th
Labor Day	1st Monday in September
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

- (b) To provide approximately equal treatment for 56-hour personnel, they will be entitled to 22 holiday hours four times annually to be received as detailed below in (d)(1) and (2). This provision is made to equalize their enjoyment of holidays since they will be, over the long range, off duty at least two of every three days.
- (c) When any regular or commissioned employee, with the exception of 56-hour personnel, is required to work an authorized holiday, they 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 cumulative total.
- (d) To provide approximately equal treatment for 56-hour personnel required to work on an authorized holiday, they will choose one of the following:
 - (1) Receive payment at the regular rate of pay for 22 hours, with payment to be made on the first payroll of January, April, July and October.
 - (2) Receive 22 hours of vacation time, and such additional vacation hours will be added to the employee's cumulative total during the first payroll of January, April, July and October.
- (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).

This ordinance shall be in full force and effect after its passage.

PASSED, APPROVED AND ADOPTED by the City Council of the City of Nevada, Missouri, this _____ day of _____, 2019.

George Knox, Mayor

(seal)
ATTEST

Johnna Williams, Deputy City Clerk