

**CITY OF MIRAMAR
PROPOSED CITY COMMISSION AGENDA ITEM**

First Reading Date: May 19, 2021

Second Reading Date: June 16, 2021

Presenter's Name and Title: Human Resources Division Director Tennille Decoste

Prepared By: Tennille Decoste, HR Division Director

Temp. Ord. Number: 1775

Item Description: **FIRST READING** of Temp. Ord. #1775 APPROVING AN ADDITIONAL PAID HOLIDAY FOR EMPLOYEES, JUNETEENTH, OCCURRING EACH JUNE 19TH, CHANGING THE DESIGNATION OF WASHINGTON'S BIRTHDAY TO PRESIDENT'S DAY; AND PROVIDING FOR AN EFFECTIVE DATE. (HUMAN RESOURCES DIVISION DIRECTOR TENNILLE DECOSTE)

Consent ☐ Resolution ☐ Ordinance ☒ Quasi-Judicial ☐ Public Hearing ☐

Instructions for the Office of the City Clerk: None

Public Notice – As required by the Sec. _____ of the City Code and/or Sec. _____, Florida Statutes, public notice for this item was provided as follows: on _____ in a _____ ad in the _____; by the posting the property on _____ and/or by sending mailed notice to property owners within _____ feet of the property on _____ (fill in all that apply)

Special Voting Requirement – As required by Sec. _____, of the City Code and/or Sec. _____, Florida Statutes, approval of this item requires a _____ (unanimous, 4/5ths etc.) vote by the City Commission.

Fiscal Impact: Yes ☒ No ☐


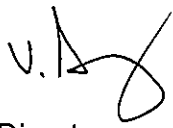
REMARKS: The funding is available in the personnel salaries line in each departments budget. The estimated cost of implementing the new paid Holiday is approximately \$103,000 a year. This includes wages and FICA. This will be an annual and recurring expense for the city.

Content:

- **Agenda Item Memo from the City Manager to City Commission**
- **Ordinance TO1775**



**CITY OF MIRAMAR
INTEROFFICE MEMORANDUM**

TO: Mayor, Vice Mayor, & City Commissioners
FROM:  Vernon E. Hargray, City Manager 
BY: Randy Cross, Human Resources Director
DATE: May 13, 2021
RE: FIRST READING of Temp. Ord. No. 1775 authorizing Juneteenth Day

RECOMMENDATION: The City Manager recommends approval of Temp. Ord. No. 1775, approving and authorizing the execution of the proposed new paid Holiday, Juneteenth Day.

ISSUE: Currently the City does not recognize June 19th (Juneteenth) as an observed, paid holiday. City Commission approval is required to amend the City Code to include Juneteenth as an observed paid holiday. In addition, staff desires to update Washington's birthday to be called President's Day.

BACKGROUND: Chapter 16 of the Civil Service Rules, Article XV, Holidays and Leave Time, Section 16-343 Holidays, stipulates that employees shall be eligible for scheduled paid holidays. When a holiday falls on a Saturday, the previous Friday will be observed, and if the holiday falls on a Sunday, the following Monday will be observed. The current paid holidays are:

½ New Year's Eve Day
New Year's Day
½ Christmas Eve Day
Christmas Day
Washington's Birthday
Independence Day
Martin Luther King Day
Thanksgiving Day
Friday following (Thanksgiving Day)

Veteran's Day
Columbus Day
Memorial Day
Labor Day

DISCUSSION: Juneteenth celebrates the emancipation of African Americans who were enslaved in the United States. Throughout the United States, the holiday is celebrated annually on June 19th. The estimated cost of implementing the new paid holiday is approximately \$103,000 per year. This includes wages and FICA (Federal Insurance Contributions Act). This will be an annual and recurring expense for the city.

Any conflicts with an existing Collective Bargaining Agreement will be discussed with each union.

ANALYSIS: Staff conducted a cost analysis regarding the historical average of the holiday pay spent through the current thirteen holidays. Other cities that have implemented Juneteenth as a holiday are: City of Dania Beach, City of Deerfield Beach, Miami Dade County, City of Tamarac and City of West Park. Additionally, most cities have updated the holiday name from Washington's Birthday to President's Day.

Temp. Ord. No. 1775
5/3/21
5/13/21

**CITY OF MIRAMAR
MIRAMAR, FLORIDA**

ORDINANCE NO. _____

**AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF
MIRAMAR, FLORIDA, APPROVING AN ADDITIONAL PAID
HOLIDAY FOR EMPLOYEES, JUNETEENTH, OCCURRING
EACH JUNE 19TH, CHANGING THE DESIGNATION OF
WASHINGTON'S BIRTHDAY TO PRESIDENT'S DAY; AND
PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, the City does not recognize June 19th (Juneteenth) as an observed,
paid holiday; and

WHEREAS, City Commission approval is required to amend the City Code to
include Juneteenth as an observed paid holiday; and

WHEREAS, staff desires to update Washington's birthday to be called President's
Day; and

WHEREAS, Article XV, Holidays and Leave Time, Section 16-343, Holidays is
amended to the following:

Employees shall be eligible for schedule of paid holidays. When a holiday falls on
a Saturday, the previous Friday will be observed, and if the holiday falls on a
Sunday, the following Monday will be observed. The current paid holidays are:

½ New Year's Eve Day
New Year's Day
½ Christmas Eve Day
Christmas Day
~~Washington's Birthday~~ President's Day
Independence Day
Martin Luther King Day
Thanksgiving Day
Friday following (Thanksgiving Day)

Veterans Day
Columbus Day
Memorial Day
Labor Day
Juneteenth Day

Ord. No. _____

Temp. Ord. No. 1775
5/3/21
5/13/21

WHEREAS, the City Commission deems it to be in the best interest of the citizens and residents of the City of Miramar to amend the code as discussed above.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF MIRAMAR, FLORIDA AS FOLLOWS:

Section 1: That the foregoing “**WHEREAS**” clauses are ratified and confirmed as being true and correct and are made a specific part of this Ordinance.

Section 2: That the City Commission approves the change of the City Code to recognize Juneteenth as an observed paid holiday occurring on each June 19.

Section 3: That the City Commission approves the change of Washington’s Birthday to President’s Day.

Section 4: That the City Manager is authorized to do all things necessary and expedient to carry out the aims of this Ordinance.

Temp. Ord. No. 1775
5/3/21
5/13/21

PASSED FIRST READING: _____

PASSED AND ADOPTED ON SECOND READING: _____

Mayor, Wayne M. Messam

Vice Mayor, Yvette Colbourne

ATTEST:

City Clerk, Denise A. Gibbs

I HEREBY CERTIFY that I have approved
this ORDINANCE as to form:

City Attorney
Austin Pamies Norris Weeks Powell, PLLC

<u>Requested by Administration</u>	<u>Voted</u>
Commissioner Winston F. Barnes	_____
Commissioner Maxwell B. Chambers	_____
Vice Mayor Yvette Colbourne	_____
Commissioner Alexandra P. Davis	_____
Mayor Wayne M. Messam	_____

Ord. No. _____