

AN ORDINANCE TO AMEND THE CODE OF ATHENS-CLARKE COUNTY, GEORGIA WITH RESPECT TO **HOLIDAY LEAVE** AND FOR OTHER PURPOSES.

The Commission of Athens-Clarke County, Georgia hereby ordains as follows:

SECTION 1. Section 1-9-7 entitled “*Leaves of absence*” of the Code of Athens-Clarke County, Georgia, subsection (b), part (2), is hereby deleted in its entirety and the following new part (2) is inserted in lieu thereof:

“Sec. 1-9-7. – Leaves of absence.

(b) *Holiday leave:*

(2) *Designation of official holidays.* Employees shall be granted the following holidays each year:

a. New Year’s Day.

b. Martin Luther King Jr.’s Birthday.

c. Memorial Day.

d. Juneteenth.

e. July Fourth.

f. Labor Day.

g. Veterans Day.

h. Thanksgiving Day and the following Friday.

i. Christmas Eve and Christmas Day.

j. Any other day designated as an official holiday by the commission.”

SECTION 2. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Commission-Defined Option
Commissioners Houle, Parker, Myers, Denson, and Edwards

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SECTION 1. Section 1-9-7 entitled “*Leaves of absence*” of the Code of Athens-Clarke County, Georgia, subsection (b) (2), is hereby deleted in its entirety and the following (b)(2) is inserted in lieu thereof:

“Sec. 1-9-7. – Leaves of absence.

(b) *Holiday leave:*

(2) *Designation of official holidays.* Employees shall be granted the following holidays each year:

a. New Year’s Day.

b. Martin Luther King Jr.’s Birthday.

c. Earth Day.

d. Memorial Day.

e. Juneteenth.

f. July Fourth.

g. Labor Day.

h. Indigenous Peoples’ Day.

i. Veterans Day.

j. Thanksgiving Day and the following Friday.

k. Christmas Eve and Christmas Day.

l. Any other day designated as an official holiday by the commission.”

SECTION 2. All ordinances or parts of ordinances in conflict herewith are hereby repealed.

Paid Holidays
Commission-Defined Option (CDO)
Athens-Clarke County Mayor and Commission
(Commissioners Houle, Parker, Myers, Denson, Edwards)
June 7, 2022

PROPOSAL:

The Athens-Clarke County Mayor and Commission:

- A. Designate Earth Day (April 22), Juneteenth (June 19), Indigenous Peoples' Day (the 2nd Monday in October), and Veterans Day (November 11) as four additional paid holidays for all regular full-time employees per Section 1-9-7 (b)(2)(h) of the ACCGov Personnel System Code of Ordinances [Attachment #1]; and
 - B. Authorize the Mayor and appropriate staff to execute all related documents.
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COMMENTS:

The CDO adds two days (Earth Day and Indigenous Peoples' Day), in addition to the two days (Juneteenth and Veterans Day) captured in the original agenda item, for a total of four days.

As noted in Facts & Issues #1, the State of Georgia has 13 paid holidays. This would put ACCUG on par with the State regarding the quantity of paid holidays.

The proposed additional paid holidays are in accordance with stated and shared values of ACCUG (see Resolutions linked below) and the community at large.

Paid time off helps with recruitment and retention of employees.

REFERENCES:

A Resolution Recognizing the Second Monday of October as Indigenous Peoples' Day, October 5, 2021: [Meeting Minutes, Page 11](#)

100% Clean and Renewable Energy Resolution, May 21, 2019: [Meeting Minutes, Pages 1-3](#)

**THE UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY
COMMISSION AGENDA ITEM**

SUBJECT: Mayor & Commission designation of additional paid holidays per Section 1-9-7 (b)(2)(h) of the ACCGov Personnel System Code of Ordinances

DATE: April 28, 2022

BUDGET INFORMATION:

REVENUES: \$0

EXPENSES: \$0

ANNUAL:

CAPITAL:

OTHER:

FUNDING SOURCE: ACCGov FY23 Budget funding for the personal services budget for employee compensation and benefits.

COMMISSION ACTION REQUESTED ON: June 7, 2022

PURPOSE:

To request that the Mayor and Commission:

- a. Designate Veterans Day (November 11) and Juneteenth (June 19) as two additional paid holidays for all regular full-time employees per Section 1-9-7 (b)(2)(h) of the ACCGov Personnel System Code of Ordinances; and
- b. Authorize Mayor and appropriate staff to execute all related documents.

HISTORY:

1. Since Unification in 1992, the Unified Government of Athens-Clarke County (ACCGOV) has provided paid Holiday Leave for all employees for the following nine designated holidays:
 1. New Year's Day
 2. Martin Luther King Jr.'s Birthday
 3. Memorial Day
 4. July Fourth
 5. Labor Day
 6. Thanksgiving Day
 7. Day after Thanksgiving Day
 8. Christmas Eve Day
 9. Christmas Day

2. No additional paid holidays have been designated since the above were adopted in the ACCGov Personnel System with unification of the City of Athens and Clarke County.
3. On April 12, 2022, the Human Resources Department presented on ACCGov Benefits & Wellness programs, to include recommended FY23 enhancements in the interest of ongoing recruitment and retention challenges. As part of the enhancements, Human Resources recommended adoption of two additional paid holidays from a list of the following:
 - a. Earth Day
 - b. Juneteenth
 - c. Veterans Day
 - d. Election Day

FACTS & ISSUES:

1. The State of Georgia has 13 paid holidays, including the recently adopted holiday of Juneteenth, as follows:
 - 1) New Year's Day
 - 2) Dr. Martin Luther King Jr.'s Birthday
 - 3) State Holiday in January
 - 4) State Holiday in February
 - 5) State Holiday in April
 - 6) Memorial Day
 - 7) Juneteenth
 - 8) Independence Day
 - 9) Labor Day
 - 10) Columbus Day
 - 11) Veterans Day
 - 12) Thanksgiving Day
 - 13) Christmas Day

Note: The State employs three floating holidays: January 19, February 21, and April 25 are reassigned to be Good Friday, the Day after Thanksgiving, and Christmas Eve.
2. Most comparable local government employers in Georgia offer 10-12 paid holidays.
3. Added paid holiday leave would be accounted for in the adoption of the FY23 Budget ordinance at no additional compensation cost. The cost would be measured in reduced productivity and services for added holiday dates.
4. Demographic changes in the workforce have created deficits in skilled and unskilled labor in recent years. This includes increasing retirements of older workers further accelerated as a result of the COVID-19 pandemic. There are not sufficient numbers of younger workers entering the work force to counteract those trends.
5. COVID-19 has resulted in worker resignations from their jobs at historic levels. Nationally, employee resignations in 2021 reached the highest level in 20 years. In ACCGov

departments, the turnover rate reached 17% overall in February 2022, with a projected 600 separations expected in FY23. According to a recent Pew Research Center survey, majorities of workers who resign cite low pay, no opportunities for advancement, and feeling disrespected at work.

6. COVID-19 resulted in a loss of childcare services that have not returned leaving qualified workers, mostly female, with the inability to work. In the same Pew Research Center survey, roughly half surveyed say child care issues were a reason they quit a job. In a recent survey by Morning Consult for The New York Times — of a representative group of 1,001 mothers nationwide who were working for pay before the pandemic began, 448 resigned.
7. The U.S. economy is still producing strong job creation numbers where in conjunction with the above, there is a labor shortage that has impacted ACCGov with high turnover and vacancy rates, overtime costs, low employee morale and burn-out.
8. Two additional paid holidays can assist in meeting recruitment and retention challenges by:
 - a. bringing ACCGov into market alignment for holiday leave offered by public sector employers;
 - b. communicates the value of employee work/life balance; and
 - c. further communicates ACCGov's value of dedicated public service to the ACC community.

OPTIONS:

1. Mayor and Commission:
 - a. Designate Veterans Day (November 11) and Juneteenth (June 19) as two additional paid holidays for all regular full-time employees per Section 1-9-7 (b)(2)(h) of the ACCGov Personnel System Code of Ordinances; and
 - b. Authorize Mayor and appropriate staff to execute all related documents.
2. Mayor and Commission do not designate two additional paid holidays.
3. Mayor and Commission Defined Option.

DEPARTMENT RECOMMENDED ACTION:

Option #1 a and b.

DEPARTMENT: Human Resources

Prepared by: Laura Welch



Laura Welch, Assistant Director

May 5, 2022

Date:

ADMINISTRATIVE COMMENTS:

ADMINISTRATIVE RECOMMENDATION: Option #1 a and b



Manager

May 11, 2022

Date: