

Council Item of Special Interest

March 7, 2017

Review City's Recognition of
Columbus Day as an Official City
Holiday

Scope of Request

Bring back to a City Council Workshop the idea of removing Columbus Day as a holiday:

- City offices would remain open on that day
- The City would provide a floating holiday for employees in lieu of Columbus Day.

Deliverable Items

Provide Council with the organizational impact of:

- Keeping City offices open on Columbus Day
- Providing a floating holiday for employees

Provide Council with information regarding benchmark cities that recognize Columbus Day as an official holiday.

Organizational Impact

A survey was conducted of each City department and the results indicated:

- Little or no financial impact by keeping offices open on Columbus Day
- Providing a floating holiday for employees in lieu of the Columbus Day holiday created little or no service or financial impact

Benchmark Cities

The following Benchmark cities do not recognize Columbus Day as an official city holiday:

- Avondale
- **Chandler**
- **Gilbert**
- **Goodyear**
- Mesa
- Peoria
- **Phoenix**
- **Scottsdale**
- **Surprise**
- **Tempe**

*The **BOLD** cities either recognize another holiday, provide a floating holiday in lieu of Columbus Day, or both

Next Steps

Should City Council desire to remove Columbus Day as a City holiday, leave City offices open on that day, and provide employees a “floating holiday” in lieu of Columbus Day:

- HR will work with legal to revise HR Policy 401
- HR will bring the policy changes to the Personnel Board for review/recommendations
- HR will bring HR Policy 401 with recommended changes to a Council Voting Session
- Any approved policy changes will go into effect with the new fiscal year, July 1, 2017.

Questions?