



# Consideration of Indigenous Peoples' Day and Juneteenth as Official Holidays

November 28, 2023





## Scope of Work

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- Overview of the official holidays recognized by comparable cities
- Review of comparable cities vacation leave accruals
- Estimated cost to add additional holidays



# All Comparable Cities Officially Recognize the following 9 Holidays

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- New Year's Day
- Martin Luther King, Jr Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day



## Other Holidays Officially Recognized by Comparable Cities

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- **Christmas Eve** – Glendale and Phoenix (1/2 day), Mesa (full day)
- **Juneteenth** – Phoenix, Tempe, Avondale, Goodyear, Chandler, Peoria, Scottsdale, Surprise, Mesa
- **Veterans' Day** – Phoenix, Tempe, Avondale, Chandler, Goodyear, Peoria, Scottsdale, Glendale, Surprise, Mesa
- **Cesar Chavez Day** – Phoenix and Tempe
- **Indigenous Peoples' Day** – Phoenix and Tempe



# Holiday Leave Hours (Floating Holiday) Provided by Comparable Cities

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- Gilbert – 24 hours
- Glendale – 12 hours
- Avondale – 8 hours
- Chandler – 8 hours
- Goodyear – 8 hours
- Peoria – 8 hours
- Surprise – 8 hours
- Scottsdale – 8 hours
- Phoenix – 4 hours
- Mesa – 0 hours
- Tempe – 0 hours



## Total of Official Holidays and Holiday Leave Hours (Floating Holiday)

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- 14 Days – Phoenix
- 13 Days – Tempe
- 12 Days – Glendale, Gilbert, Avondale, Chandler, Goodyear, Peoria, Scottsdale, Surprise
- 11 Days - Mesa



# Comparable City Maximum Vacation Leave Accruals

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- Surprise – 248 hours
- Mesa – 240 hours
- Chandler – 216 hours
- Peoria – 200 hours
- Glendale – 198 hours
- Tempe and Goodyear – 192 hours
- Phoenix and Avondale – 180 hours
- Scottsdale – 180 hours
- Gilbert – 177 hours



## Cost Estimate of Adding an Official City Holiday

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- Average Employee Holiday Leave Pay Out = \$756,300
- Average Additional Overtime Incurred During Holiday Pay Periods = \$134,162
- Estimated Cost of Adding an Official City Holiday = \$890,462



Questions?