

# ORDINANCE NO. 84-088

ADOPTED BY THE SACRAMENTO CITY COUNCIL ON DATE OF

August 31, 1984

AN ORDINANCE AMENDING CHAPTER 2 OF THE CITY CODE  
BY AMENDING SECTION 2.107 RELATING TO HOLIDAYS  
FOR CITY EMPLOYEES AND DECLARING THIS TO BE AN  
EMERGENCY MEASURE TO TAKE EFFECT IMMEDIATELY

BE IT ENACTED BY THE COUNCIL OF THE CITY OF SACRAMENTO AS FOLLOWS:

## SECTION 1.

Section 2.107 of the Sacramento City Code is hereby amended to read as follows:

### Sec. 2.107 Holidays

(A) This section shall apply only to those City employees who are not in a bargaining unit represented by a recognized employee organization.

### (B) Recognized Holidays

(1) Effective June 23, 1984, the following shall be recognized holidays for City employees:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Fourth Friday in November
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

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(2) To be eligible for holiday pay, the employee shall work the scheduled workday before and after the recognized regular holiday. Paid time on vacation, sick leave, or management leave time shall be considered hours worked for the purpose of holiday pay eligibility.

(3) If the recognized regular holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday. If the recognized regular holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

(C) Floating Holidays

(1) Accrual. Effective June 23, 1984, in addition to the recognized regular holidays specified above, each employee shall receive the equivalent of three (3) floating holidays per fiscal year on an accrual basis as follows:

(a) Each full-time career employee shall accrue floating holiday credit at the rate of .923 hours per pay period. The employee shall accrue floating holiday credit for each pay period for which the employee is paid one (1) or more hours of salary.

(b) A part-time career employee, including an employee in a work sharing program, or a non-career (+1040) employee shall accrue floating holiday credit based upon the number of hours the employee was paid in that bi-weekly pay period: 64 or more hours paid = .923 hours accrual; 40-63.9 hours paid = .462 hours accrual; less than 40 hours paid = 0 hours accrual.

(2) Administration.

(a) The scheduling of floating holiday time must be approved in advance by the appointing authority or designated representative.

(b) Effective January 1, 1986, and each calendar year thereafter, an employee may carry-over from the preceding calendar year a maximum of four (4) hours of floating holiday accrual. All accumulated floating holiday time not used by December 21, 1985, and the last full pay period in December of each year thereafter will be paid to the employee in cash at the straight-time rate. This cash payment shall be included in the employee's first paycheck in January.

(c) An employee terminating for any reason or going on a leave of absence without pay for a period exceeding ninety (90) days shall be paid for all accrued floating holiday time at the straight-time rate.

SECTION 2.


This ordinance is hereby declared to be an emergency measure to take effect immediately. The facts constituting the emergency are that the City has met and conferred in good faith with recognized employee organizations; that agreements have been reached regarding holidays for employees represented by those recognized employee organizations regarding holiday benefits; that those agreements become effective prior to the date of adoption of this ordinance, and are retroactive with regard to holidays to June 23, 1984; that it is necessary to have holiday benefits for unrepresented employees conform to holiday benefits for represented employees, including the deletion of Admission Day as a recognized holiday, scheduled now for September 10, 1984. In order to achieve that conformity, and eliminate Admission Day as a recognized holiday, it is necessary to have this ordinance become effective as of the date of adoption, and that the changes in the ordinance become operative June 23, 1984.

ENACTED: AUG 31 1984

EFFECTIVE: AUG 31 1984

  
MAYOR

ATTEST:

  
Assistant CITY CLERK

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