

1 Introduced by Council Member Gaffney:
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4 **ORDINANCE 2021-544**

5 AN ORDINANCE AMENDING SECTION 116.101
6 (OFFICIAL HOLIDAYS), PART 1 (HOLIDAYS),
7 CHAPTER 116 (EMPLOYEES AND EMPLOYEE BENEFITS),
8 *ORDINANCE CODE*, TO INCLUDE A NEW PAID HOLIDAY
9 "JUNETEENTH"; PROVIDING THAT THE CODE CHANGE
10 IS SUBJECT TO COLLECTIVE BARGAINING; PROVIDING
11 AN EFFECTIVE DATE.
12

13 **BE IT ORDAINED** by the Council of the City of Jacksonville:

14 **Section 1. Amending Section 116.101 (Official Holidays),**
15 **Part 1 (Holidays), Chapter 116 (Employee and Employee Benefits),**
16 **Ordinance Code.** Section 116.101 (Official Holidays), Part 1
17 (Holidays), Chapter 116 (Employee and Employee Benefits), *Ordinance*
18 *Code*, is hereby amended to read as follows:

19 **Chapter 116 Employee and Employee Benefits**

20 * * *

21 **Part 1 (Holidays)**

22 * * *

23 **Sec. 116.101. - Official Holidays**

24 (a) The City shall observe the following days as legal
25 holidays:

- 26 (1) January 1 (New Year's Day);
27 (2) Third Monday in January (Martin Luther King's
28 birthday) provided that this legal holiday shall not
29 apply to officers or employees of any independent
30 agency of the City unless and until the board of the
31 respective independent agency formally adopts this

1 legal holiday as a legal holiday of that independent
2 agency;

3 (3) Third Monday in February (George Washington's
4 birthday);

5 (4) Last Monday in May (Memorial Day);

6 (5) June 19 (Juneteenth);

7 ~~(5)~~ (6) July 4 (Independence Day);

8 ~~(6)~~ (7) First Monday in September (Labor Day);

9 ~~(7)~~ (8) November 11 (Veterans Day);

10 ~~(8)~~ (9) Fourth Thursday in November (Thanksgiving);

11 ~~(9)~~ (10) Fourth Friday in November (the day after
12 Thanksgiving);

13 ~~(10)~~ (11) December 24 (Christmas Eve);

14 ~~(11)~~ (12) December 25 (Christmas Day);

15 ~~(12)~~ (13) Personal leave day.

16 (b) Whenever a holiday occurs on Sunday, the following
17 Monday shall be observed as the official holiday; and
18 whenever a holiday occurs on Saturday, the preceding
19 Friday shall be observed as the official holiday;
20 provided, that when Christmas Eve falls on Sunday, the
21 following Tuesday shall be observed as the Christmas
22 Eve holiday and when Christmas Day falls on Saturday,
23 the following Monday shall be observed as the
24 Christmas Day holiday.

25 (c) If the date of observance of a City holiday conflicts
26 with the date of observance of the same holiday under
27 federal law, the Mayor is authorized and directed to
28 change, by executive order, the date of observance of
29 the holiday by the City to conform with federal law.

30 (d) The personal leave day provided for in subsection (a)
31 of this Section shall be taken, if desired by the

1 employee, at a time mutually convenient to both the
2 employee and the head of the department in which he is
3 employed. Only one personal leave day shall be
4 available to an employee during each fiscal year and
5 personal leave days shall not cumulate from year to
6 year. Personal leave day shall be a holiday and shall
7 not be charged against vacation or sick leave, but
8 shall be noted on the City's time and attendance
9 reports.

10 (e) Whenever, in any collective bargaining agreement
11 approved by the Council and in force and effect, a
12 schedule, enumeration or list of holidays is
13 established or appended and the terms of the agreement
14 provide that the scheduled, enumerated or listed
15 holidays are the holidays to be observed by the
16 bargaining unit covered by the agreement, then the
17 scheduled, enumerated or listed holidays shall be the
18 official holidays for the bargaining unit instead of
19 the holidays established in subsection (a) of this
20 Section. If a collective bargaining agreement provides
21 that one or more days mentioned or described therein
22 are in lieu of one or more holidays established in
23 subsection (a) of this Section, then the day or days
24 provided for in the agreement shall be the official
25 holiday or holidays; but the other holidays
26 established in subsection (a) of this Section, not
27 being affected by the terms of the agreement, shall
28 continue to be the official holidays for the
29 bargaining unit.

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31 **Section 2. Code Change subject to Collective Bargaining.**

1 The Ordinance Code changes made in Section 1 are subject to
2 collective bargaining with the City employee unions.

3 **Section 3. Effective Date.** This ordinance shall become
4 effective upon signature by the Mayor or upon becoming effective
5 without the Mayor's signature.

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7 Form Approved:

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10 /s/ Paige H. Johnston

11 Office of General Counsel

12 Legislation Prepared By: Paige H. Johnston

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