

1 Introduced by Council Member Gaffney & Co-Sponsored by Council Members
2 Freeman, Carlucci, Pittman, Salem, Becton, Boylan, Newby, Dennis,
3 Carrico, Morgan, Bowman, and Priestly Jackson:
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6 **ORDINANCE 2021-544-E**

7 AN ORDINANCE AMENDING SECTION 116.101 (OFFICIAL
8 HOLIDAYS), PART 1 (HOLIDAYS), CHAPTER 116
9 (EMPLOYEES AND EMPLOYEE BENEFITS), *ORDINANCE*
10 *CODE*, TO INCLUDE A NEW PAID HOLIDAY
11 "JUNETEENTH"; PROVIDING THAT THE CODE CHANGE IS
12 SUBJECT TO COLLECTIVE BARGAINING; PROVIDING AN
13 EFFECTIVE DATE.
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15 **BE IT ORDAINED** by the Council of the City of Jacksonville:

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

21 **Chapter 116 Employees and Employee Benefits**

22 **Part 1 (Holidays)**

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 agency
30 of the City unless and until the board of the respective
31 independent agency formally adopts this legal holiday

1 as a legal holiday of that independent agency;

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

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

5 (5) June 19 (Juneteenth);

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

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

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

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

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

12 ~~(10)~~ (11) December 24 (Christmas Eve);

13 ~~(11)~~ (12) December 25 (Christmas Day);

14 ~~(12)~~ (13) Personal leave day.

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

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

29 (d) The personal leave day provided for in subsection (a)
30 of this Section shall be taken, if desired by the
31 employee, at a time mutually convenient to both the

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

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

27 * * *

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

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

31 **Section 3. Effective Date.** This ordinance shall become

1 effective upon signature by the Mayor or upon becoming effective
2 without the Mayor's signature.

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4 Form Approved:

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6 /s/ Paige H. Johnston

7 Office of General Counsel

8 Legislation Prepared By: Paige H. Johnston

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