

**CITY OF WASILLA
ORDINANCE SERIAL NO. 05-85**

AN ORDINANCE OF THE WASILLA CITY COUNCIL AMENDING WMC 3.60.060 HOLIDAYS WITH PAY CONCERNING WHAT DAYS ARE RECOGNIZED AS HOLIDAYS FOR CITY EMPLOYEES.

* **Section 1. Classification.** This ordinance is of a general and permanent nature and shall become part of the city code.

* **Section 2. Amendment of subsection.** WMC 3.60.060, Holidays with pay, subsection A, is amended to read as follows:

3.60.060 Holidays with pay.

A. The following days shall be recognized as holidays that are compensated with eight hours of regular pay for all employees, except temporary, nonregular hourly, and intern employees, who are in pay status before and following such days:

New Year's Day	January 1st
Washington's Birthday	Third Monday in February
Seward's Day	Last Monday in March
Memorial Day	Last Monday in May
Fourth of July	July 4th
Labor Day	First Monday in September
Alaska Day	October 18th
Veteran's Day	November 11th
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Fourth Friday in November
Christmas	December 25th

1. **Except as provided in the following sentence, for an employee all of whose regular working hours occur on Monday through Friday, the preceding**

Bold and underline added. [CAPS AND BRACKETS, DELETED.]

Friday shall be recognized as the holiday for [IN THE EVENT] a holiday that occurs on a Saturday, and the [FRIDAY IMMEDIATELY PRIOR SHALL BE CONSIDERED A HOLIDAY. IF THE] following Monday shall be recognized as the holiday for a holiday that occurs on a Sunday [, THE MONDAY IMMEDIATELY AFTER SHALL BE CONSIDERED A HOLIDAY]. Notwithstanding the preceding sentence, a department head may designate the day on which each holiday will be recognized for employees in that department.

* **Section 3. Effective date.** This ordinance shall take effect upon adoption of the Wasilla City Council.

ADOPTED by the Wasilla City Council on December 12, 2005.



DIANNE M. KELLER, Mayor

ATTEST:



KRISTIE SMITHERS, MMC
City Clerk

[SEAL]

Bold and underline added. [CAPS AND BRACKETS, DELETED.]



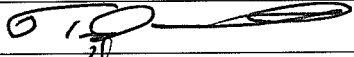
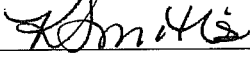
**CITY OF WASILLA
LEGISLATION STAFF REPORT**

RE: ORDINANCE SERIAL NO. 05-85: AMENDING WMC 3.60.060 HOLIDAYS WITH PAY CONCERNING WHAT DAYS ARE RECOGNIZED AS HOLIDAYS FOR CITY EMPLOYEES

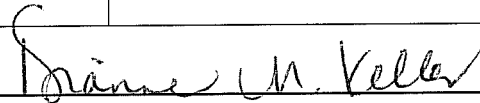
Agenda of: November 28, 2005

Date: November 17, 2005

Originator: Ted Leonard, Director of Finance and Administrative Services

Route to:	Department	Signature/Date
X	Police	
	Recreational and Cultural Services Library, Museum	
	Public Works Planning	
X	Finance *signature required	
X	Clerk	

REVIEWED BY MAYOR DIANNE M. KELLER:



FISCAL IMPACT: yes or no

Funds Available yes no

Account name/number:

Attachments:

SUMMARY STATEMENT:

This ordinance will amend WMC 3.60.060 subsection (A) (1) concerning what days are recognized as holidays for city employees. The current code provisions were written with departments in mind that have employees working a standard 5-day (Monday thru Friday) work schedule.

Currently for all City employees, if a holiday falls on a weekend, the City officially recognizes the holiday on a Friday or Monday for payroll purposes depending on which weekend day the holiday falls. For example, this year December 25th falls on a Sunday, and following the current code, the City recognizes the Christmas holiday as Monday, December 26th for payroll purposes. Based on when the holiday is recognized is what determines which employees are paid a holiday pay premium for hours worked. Based on the current ordinance, employees who work on Monday the 26th would be paid the holiday premium. Employees such as Police officers, Dispatchers and others who regularly work for departments who have seven day a week operations would be paid the holiday premium for Monday the 26th and not for working on Christmas.

Since the City of Wasilla is moving towards having more of their employees working in departments that have 7 day a week operations (estimate 56%), administration believes that it would be more efficient for operations and more equitable to the employees, to allow the departments heads, with notice to the Mayor, the flexibility to designate the day that the department would recognize as the Holiday. In the example listed above, the Police Chief would be able to designate for the Police Department that Christmas would be recognized on Sunday, December 25th and not on Monday, December 26th. Holiday premium pay would be paid for the employees who actually worked on Christmas day and not on Monday the 26th for the Police Department.

City Administration is projecting that this code change will not have a fiscal impact for the City because each department will still be recognizing only one specific day has the holiday. The number of employees receiving holiday premium pay should not change dramatically under this code amendment.