



TOWN OF FAIRFAX

SPECIAL MEETING #2 STAFF REPORT

June 15, 2022

TO: Mayor and Council

FROM: Heather Abrams, Town Manager

SUBJECT: Adopt a Resolution Further Amending Resolution 18-31 establishing wages and benefits for management, confidential, and part-time employees for the period July 1, 2018 through June 30, 2022, to add language that will provide Management Employees all Town-observed holidays

RECOMMENDATION

Adopt the Resolution.

DISCUSSION

The attached resolution, if adopted by the Town Council, would include management employees of the Town in the June 19th holiday (Juneteenth). A separate resolution on the June 15, 2022 agenda describes the origin and significance of Juneteenth, as well as its importance to the community. If the Town Council adopts that separate Juneteenth resolution, Town employees belonging to the SEIU and Police Officers Association (POA) will receive the holiday as per their union agreements. The management employees do not have a union agreement, and in order to allow all employees to benefit from the holiday equally, the attached resolution regarding management employees is needed.

FISCAL IMPACT

None at this time.

ATTACHMENT

Resolution

RESOLUTION 22-__

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF FAIRFAX
FURTHER AMENDING RESOLUTION 18-31**

WHEREAS, Resolution 18-31 of the Town Council of the Town of Fairfax establishes wages and benefits for management employees for the period of July 1, 2018 through June 30, 2021; and

WHEREAS, the Fairfax Town Council has subsequently amended Resolution 18-31 to, among other things, extend the applicable period of time to June 30, 2022; and

WHEREAS, the Fairfax Town Council wishes to add the following language to the Section IV. 'Holidays' to Resolution 18-31:

"In addition to the above, any other single day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving or holiday, and observed by the Town.

NOW, THEREFORE, BE IT RESOLVED that Section IV 'Holidays' of Resolution 18-31, a Resolution of the Town Council of the Town of Fairfax establishing wages and benefits for management and confidential employees and part-time employees for the period of July 1, 2018 through June 30, 2021, and extended to June 30, 2022, is hereby amended to read as follows:

"IV. HOLIDAYS

"The Town agrees to provide employees covered by this Resolution thirteen (13) paid holidays per year:

"January 1, New Year's Day
3rd Monday in January, Martin Luther King Jr. Holiday
3rd Monday in February, Washington's Birthday
Last Monday in May, Memorial Day
July 4, Independence Day
1st Monday in September, Labor Day
November 11, Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
December 24, Christmas Eve
December 25, Christmas Day
2 Floating Holidays

"In addition to the above, any other single day appointed by the President of the United States or the Governor of the State of California for a public fast, thanksgiving or holiday, and observed by the Town.

“When a holiday falls on a Saturday, the preceding Friday shall be deemed a holiday. When a holiday falls on a Sunday, the following Monday shall be deemed a holiday. When an employee is required to work on a holiday, he/she may select another day as holiday leave with pay with the consent of the Town Manager.

“Two floating holidays (16 hours) shall be credited July 1 of each year. Floating holidays may be taken at times approved by the Town Manager. Floating holidays may not be accumulated and carried forward to the next fiscal year. Floating holidays cannot be cashed out at separation from the Town.”

AND BE IT FURTHER RESOLVED that all prior amendments made by duly adopted resolutions are incorporated and continue to apply.

The foregoing resolution was duly passed and adopted at a regular meeting of the Town Council of the Town of Fairfax held in said Town on the 15th day of June 2022, by the following vote, to wit:

AYES:

NOES:

ABSENT:

Stephanie Hellman, Mayor

Attest: _____
Michele Gardner, Town Clerk