

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
BOARD ACTION SUMMARY

DEPT: Chief Executive Office

BOARD AGENDA:5.B.5
AGENDA DATE: October 9, 2018

SUBJECT:

Approval of a Full Day Holiday and the Closure of County Offices on Monday,
December 24, 2018

BOARD ACTION AS FOLLOWS:

RESOLUTION NO. 2018-0500

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow
and approved by the following vote,

Ayes: Supervisors: Olsen, Chiesa, Withrow, Monteith, and Chairman DeMartini

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None


1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST: 
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Chief Executive Office

BOARD AGENDA:5.B.5
AGENDA DATE: October 9, 2018

CONSENT:

CEO CONCURRENCE: YES

4/5 Vote Required: No

SUBJECT:

Approval of a Full Day Holiday and the Closure of County Offices on Monday, December 24, 2018

STAFF RECOMMENDATION:

1. Approve a full day holiday for December 24, 2018.
2. Authorize the closure of County Offices on Monday, December 24, 2018.

DISCUSSION:

The Chief Executive Office is requesting approval of the closure of County Offices on Monday, December 24, 2018 and the granting of a full day holiday for County employees instead of the half day currently authorized when Christmas Even falls on a weekday. County ordinance currently provides four hours of holiday time when Christmas Eve falls on a weekday. Section 3.48.010 reads:

Employees shall be entitled to the following holidays: Four hours when Christmas Eve falls on any day of the week except Saturday or Sunday. Employees required to work full shifts, including Saturday or Sunday, on Christmas Eve shall be credited with four hours of vacation time.

This requested Board of Supervisors action would provide for the closure of County offices on December 24, 2018 and grant four hours additional holiday time to all Classified and Unclassified County employees subject to holiday provisions. Employees required to work a full shift on Monday, December 24, 2018 will receive eight (8) hours of holiday credit. For those required to work on Christmas Day, all other holiday provisions in the MOUs relative to the ordinance above will remain in effect.

As part of the 2018 negotiations, the American Federation of State, County & Municipal Employees (AFSCME), Local 10 successfully negotiated with the County eight (8) hours of holiday pay when Christmas Eve falls during an employee's regular work schedule. Employees who work Monday through Friday will be provided eight (8) hours when Christmas Eve falls Monday through Friday. AFSCME, Local 10 represents approximately fifty-percent (50%) of the workforce. In the future, other bargaining units may be brought forward to the Board of Supervisors for consideration of a full holiday if Christmas Eve falls on an employee's regular work day.

If approved by the Board of Supervisors, all County Offices not required to meet State Mandated responsibilities, or provide essential local services, or are required to address other exigent circumstances, will be closed. As with all County holidays and other office closures, Department Heads will be responsible to determine if staff will be retained to meet local needs or state mandated requirements. The demand for County services during the Christmas holiday period is historically low and it is recommended that the Board grant employees this additional day off to enjoy an extended holiday weekend.

POLICY ISSUE:

The Board of Supervisors should consider the effect of these closures on the policy direction and priorities for the organization. Approval of this request will provide County employees the opportunity to spend additional time with family and friends. While approval of this request will reduce access to public services on December 24, 2018, the demand for services during this period has traditionally been low resulting in a reduced need for employee coverage on this day for those departments not subject to mandated or essential services.

FISCAL IMPACT:

The cost for the County-wide closure on December 24, 2018 will be funded within existing approved appropriations. The total cost of the recommended action is \$565,119. Of that amount, the cost to the General Fund is \$231,699.

BOARD OF SUPERVISORS' PRIORITY:

The recommended action supports the Board's priority of Delivering Efficient Public Services.

STAFFING IMPACT:

There is no significant impact on staffing resulting from this change.

CONTACT PERSON:

Tamara Thomas, Human Resources Director, 209-525-6333