

ORDINANCE NO.

FILE OF CITY COUNCIL

BILL NO. 120 - 2024

DECEMBER 18, 2024

AN ORDINANCE

Amending Part I Administrative Legislation, Chapter 80 Personnel Policies, Section 13 Holidays and Leave Time, Subsection A Holidays by updating the list of paid holidays for full-time non-bargaining employees to include Juneteenth National Independence Day.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF ALLENTOWN:

SECTION ONE: That Section 13 Subsection A be amended as follows:

§ 80-13 Holidays and leave time.

Holidays, vacation, personal and sick leave are granted to all full-time employees according to length of employment and union/non-union status. Employees who are union members, or whose positions are covered by a collective bargaining agreement are granted leave time in accordance with contract provisions. Employees who are not covered by a collective bargaining agreement are granted leave in accordance with the provisions outlined below. Any provisions outlined below which are not addressed in either collective bargaining agreement apply to all full-time non-bargaining employees.

A. Holidays. Paid holidays are provided to all full-time non-bargaining employees effective with the date of hire. If an employee requests a sick day before or after a holiday, a medical certification must be submitted upon return to work. Below is a listing of holidays observed by the City of Allentown:

- (1) New Year's Day.
- (2) Martin Luther King, Jr. Day.
- (3) Good Friday.
- (4) Memorial Day.
- (5) Juneteenth National Independence Day.
- (6) Independence Day.
- (7) Labor Day.
- (8) Thanksgiving Day.
- (9) Day after Thanksgiving.
- (10) Christmas Day.

SECTION TWO: That this Ordinance takes effect ten (10) days after final passage.

SECTION THREE: That all Ordinances inconsistent with the above provisions are repealed to the extent of their inconsistency.

- What department or bureau is this bill originating from? Where did the initiative for the bill originate?

Human Resources

- Summary and facts of the bill.

The Human Resources and Finance Departments incorporated Juneteenth National Independence Day, a federally recognized holiday, into the 2025 budget plan so that it may be recognized as a paid holiday for all City employees. This legislation codifies the new paid holiday for all non-bargaining employees.

- Purpose – Please include the following in your explanation:
 - a. What does the bill do? What are the specific goals or tasks the bill seeks to accomplish?

This ordinance codifies Juneteenth National Independence Day as a paid holiday for City of Allentown employees.

- b. What are the benefits of doing this?

City employees will receive an paid holiday in the calendar year that is consistent with other municipal, state, and federal employment opportunities.

The City of Allentown will recognize a holiday and remain consistent with other Pennsylvania municipalities and the federal government.

- c. How does this bill relate to the City's vision/mission/priorities?

The City of Allentown recognizes Juneteenth National Independence Day as a holiday and an important historical date in the nation.

- Financial Impact – Please include the following in your explanation:
 - a. Cost (initial and ongoing)

Any and all costs have been incorporated into the 2025 budget.

- Priority status – Are there any deadlines to be aware of?

High priority

- Why should Council unanimously support this bill?

City Council should deem it necessary and appropriate to remain consistent with the federal legislation passed in 2021 to observe June 19 as a legal public holiday.