

**RESOLUTION 2014-69**

**TO BE ENTITLED: "A RESOLUTION REGARDING DECLARED OFFICIAL HOLIDAYS FOR CITY OF FRANKLIN EMPLOYEES, AMENDING ARTICLE XVIII, SECTION A. HOLIDAYS, OF THE HUMAN RESOURCES MANUAL"**

**WHEREAS**, for many years the City of Franklin has declared 11 official holidays for City employees; and

**WHEREAS**, this policy is summarized in Article XVIII, Section A of the City's Human Resources Manual; and

**WHEREAS**, among the holidays is Presidents' Day; and

**WHEREAS**, many Citizens assume that the City is open on this day; and

**WHEREAS**, by discontinuing the official holiday, the City could reduce confusion and eliminate the disruption of certain City services that typically occurs during a holiday week allow for an additional day of productive work time and service delivery for the City organization as a whole and would provide some cost savings to the City in terms of overtime and holiday pay reduction; and

**WHEREAS**, in the place of the discontinued holiday, City employees will be given two Personal Days to use subject to supervisor approval, giving them flexibility to meet family and personal obligations; and

**WHEREAS**, the Board of Mayor and Aldermen believe it is in the best interest of the citizens of the City of Franklin to make this change.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF MAYOR AND ALDERMEN OF FRANKLIN, TENNESSEE AS FOLLOWS:**

**SECTION 1.** That XVIII, Section A of the City's Human Resources Manual of the City of Franklin Human Resources Manual is hereby modified by deleting the text "President's Day 3<sup>rd</sup> Monday in February."

**SECTION 2.** That all active regular full-time employees will be given two (2) Personal Days. Personal Days, similar to vacation days, are subject to supervisor approval based on staffing needs and service demands within the department. Personal Days are not eligible to be carried over from year to year.

**SECTION 3.** That this Resolution shall take effect January 1, 2015, the health, safety, and welfare of the citizens requiring it.

It is therefore RESOLVED this the \_\_\_\_ day of \_\_\_\_\_, 2014.

**ATTEST:**

**CITY OF FRANKLIN, TENNESSEE**

**By:** \_\_\_\_\_  
**Eric S. Stuckey**  
**City Administrator**

**By:** \_\_\_\_\_  
**Dr. Ken Moore**  
**Mayor**

Approved as to form:

\_\_\_\_\_  
Kristen L. Corn, Staff Attorney