

FY 2023-2024 BUDGET QUESTION
Response to Request for Information

DEPARTMENT(S): Human Resources Department

CBQ NO.: 171

REQUESTED BY: Ellis

DATE REQUESTED: 07/31/2023

DATE POSTED: 08/06/2023

REQUEST: The last time the City added a personal holiday to the City employee benefits package (September 2002), the Recommendation for Council Action stated, "There is no unanticipated fiscal impact. A fiscal note is not required." Would there be a fiscal impact to adding a third personal holiday to the City employee benefits package? If yes, please estimate the funding needed.

RESPONSE:

Adding an additional personal holiday may increase the employee backfill costs in certain departments and will result in a loss of productivity. However, as the budget is developed, it is based on an employee's full-year salary. Departments currently account for employees taking time off in their operations. Providing an additional personal holiday would not have a fiscal impact that we could quantify for an estimate. The nature of a personal holiday is to take it at various times during the year. Since this would not result in the City closing for a specific day, the costs would already be in the operating budget.