



**CITY OF WASHINGTON, ILLINOIS**  
**Finance and Personnel Communication**

**Meeting Date:** March 15, 2021

**Prepared By:** Chief McCoy and Alyssa Goodman

**Agenda Item:** Sergeant and Non-Union Police Department Employees working seven days per week to have same holidays as PBPA

**Explanation:** Currently all non-union employees and PBPA employees (Police Benevolent and Protection Association) have 10 paid holidays throughout the year, except they do not recognize the same holidays. The request is for the employees who are working seven days per week (Sergeants and PASS employees) to have the same recognized holidays as the PBPA employees. See the attachment for the recognized holidays per group. The request is for this change to be put into effect after Council's approval and remain in effect beginning the new Fiscal Calendar Year on May 1.

**Fiscal Impact:** In the attachment, you see that the PBPA has already recognized Washington's birthday (2/22). In order to make this change effective immediately, the Sergeants and PASS employees would receive Good Friday AND Easter to catch up on the same holiday schedule as the PBPA. This will put them on the same holiday schedule, thus causing no financial impact.

**Recommendation/Committee Discussion Summary:** HR along with the Chief of Police recommend that the employees working seven days per week should have the same holiday schedule as the PBPA.

**Action Requested:** That Council approve the recommendation to put these Police Department employees on the same schedule as the PBPA effective immediately.

<b>Non-Union</b>	<b>PBPA</b>
New Years Day	New Years Day
Martin Luther King Jr. Day	Martin Luther King Jr. Day
Good Friday	Washington's Birthday (2/22)
Memorial Day	Easter
Fourth of July	Memorial Day
Labor Day	Fourth of July
Thanksgiving Day	Labor Day
Day After Thanksgiving	Thanksgiving Day
Christmas Eve Day	Christmas Eve Day
Christmas Day	Christmas Day
1 Personal Day	1 Personal Day