

# Livermore Area Recreation and Park District

## Staff Report

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TO: Personnel Committee

FROM: Mat Fuzie, General Manager

PREPARED BY: Mat Fuzie, General Manager

DATE: November 8, 2022

SUBJECT: 2023 Holiday Schedule

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### Recommendation

That the Personnel Committee recommend the LARPD Board of Directors should recognize the newly designated Federal Holiday of Juneteenth to be added to the recognized list of federal holidays changing the total number on holidays afforded employees to 16 with 10 recognized holidays and six floating holidays.

### Background

In December of 2020 the LARPD Board of Directors approved District Notice 0001 which revised the district Holiday Pay policy. Among other things the policy sets forth the recognized holidays for the district. The recognized holidays are **New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, and Christmas Day**. LARPD has not recognized Columbus Day as a holiday. The notice also allows for 6 floating holidays to allow employees to designate the holidays that are important to them as a recognition of the diversity of individuals.

In June 2021 President Biden declared Juneteenth a Federal Holiday. Juneteenth is the first addition to the Federal Holiday Schedule since Martin Luther King Jr. Day was first observed in 1986.

District Notice 0001 leaves the discretion to the Board of Directors to add holidays and determine the total number of holidays afforded employees.

### Finance

Juneteenth falls on June 19<sup>th</sup>. This is right at the beginning of the Summer Session. If we cease operations in recognition of the holiday, we will lose revenue. Operating on a holiday increases our operating cost minimally. Depending on how programs are scheduled the balance between revenue and expense can vary. In every model the financial impact is minimal rendering finances to an inconsequential component of the recommendation.

## Mathew Fuzie

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**From:** Michelle Kleman  
**Sent:** Thursday, November 3, 2022 12:26 PM  
**To:** Mathew Fuzie  
**Subject:** Juneteenth recommendation

Mat,

LARPD has made some great strides in developing policies that are inclusive to our entire employee population. In December of 2020 when the District re-engineered the observed holidays and created six floating holidays it provided the opportunity for employees to choose the days that they valued. It is of note that LARPD generally follows the Federal Holiday Schedule except for Columbus Day.

In June of 2021, President Biden made Juneteenth a Federal Holiday. Juneteenth is the first addition to the Federal Holiday Schedule since Martin Luther King JR. Day was observed for the first time in 1986. As the District continues to revisit our diversity initiatives, I recommend as the HR Officer that LARPD adds Juneteenth as an additional observed holiday. The observance of Juneteenth seems to be a natural progression in support of the differences that make working and living in the Livermore area so rich.

I would be happy to address any questions that you have on this recommendation.

Best,  
Michelle



**Michelle Kleman (she/her/hers)**  
**Human Resources Officer**

Livermore Area Recreation and Park District  
An Independent Special District  
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**Mission Statement:** *To provide the people of the Livermore area with outstanding recreation programs and a system of parks, trails, recreation areas and facilities that promote enjoyment, lifelong learning, and healthy, active lifestyles.*



View our Activity Guide [HERE](#).

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Livermore Area  
Recreation and Park District  
*An independent special district*

## LARPD HOLIDAYS 2023

| <b>HOLIDAY</b>         | <b>Standard</b>             | <b>Non-Standard</b>         |
|------------------------|-----------------------------|-----------------------------|
| New Year's Day         | Monday, January 2, 2023     | Sunday, January 1, 2023     |
| Martin Luther King Day | Monday, January 16, 2023    | Monday, January 16, 2023    |
| President's Day        | Monday, February 20, 2023   | Monday, February 20, 2023   |
| Memorial Day           | Monday, May 29, 2023        | Monday, May 29, 2023        |
| Juneteenth             | Monday, June 19th, 2023     | Monday, June 19th, 2023     |
| Independence Day       | Tuesday, July 4, 2023       | Tuesday, July 4, 2023       |
| Labor Day              | Monday, September 4, 2023   | Monday, September 4, 2023   |
| Veterans Day           | Friday, November 10, 2023   | Saturday, November 11, 2023 |
| Thanksgiving           | Thursday, November 23, 2023 | Thursday, November 23, 2023 |
| Christmas Day          | Monday, December 25, 2023   | Monday, December 25, 2023   |