



REQUEST FOR BOARD ACTION

ITEM NO. 18.

DATE OF MEETING: September 6, 2011

REQUESTED BY: Rick Benton, County Manager

SHORT TITLE: Resolution Amending the Pender County Holiday Schedule

BACKGROUND: At the August 1, 2011 Commissioners meeting the Board adopted a resolution approving adding three holidays to the County holiday schedule for FY 11-12. This was approved because the economic and financial difficulties since 2008 has prevented the Board from providing a cost of living or performance based salary increases to County employees. The resolution provided the Board would designate the additional holidays after surveying county employees for their input.

Employees were surveyed and the results are attached. In summary, 43.8% of the responders prefer the BOCC to designate the three additional holidays and County office be closed. The three most preferred holidays to add onto the existing County holiday schedule were Thanksgiving (68.9%), Christmas (65.3%) and Good Friday (62.6%). President's Day and Columbus Day were the two most popular holidays mentioned that are not on the existing County holiday schedule.

SPECIFIC ACTION REQUESTED: To consider a resolution designating three additional holidays for FY 11-12.

COUNTY MANAGER'S RECOMMENDATION

Respectfully recommend approval subject to BOCC designation of the holidays. My recommendation based on the survey would be to consider designating the following additional holidays: Easter Monday, President's Day, and the Wednesday before Thanksgiving Day. County offices would be closed on all three holidays. An option for the Board is for the Board to designate two holidays, and allow employees to select the third holiday subject to Department Manager approval. County offices would be closed only on the two days designated by the Board.

RB
Initial

RESOLUTION

NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners that:

the Board hereby approves amending the County's holiday schedule for FY 11-12 by adding three additional holidays as follows: (as determined by the Board)

The Chairman/County Manager is authorized to execute any/all documents necessary to implement this resolution.

AMENDMENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS _____

YEA VOTES: Brown ___ Tate ___ Rivenbark ___ Ward ___ Williams ___

George R. Brown, Chairman Date

ATTEST Date



1. Which option do you prefer to be used for identifying the additional holidays (select one)?

		Response Percent	Response Count
The Board of Commissioners designates three (3) additional days onto currently scheduled holidays and closes the county offices.		43.8%	95
Employees can individually choose which holidays they would like to take and they coordinate with their departments for approval.		30.4%	66
A combination where the Board of Commissioners designates two (2) holidays and employees individually choose the remaining holiday and coordinate approval with their department.		25.8%	56
		answered question	217
		skipped question	9

2. Please select three (3) holidays from the remaining FY11-12 holiday schedule you would like to see an additional holiday added to (select three).

	Response Percent	Response Count
New Year's Day <input type="checkbox"/>	44.3%	97
Martin Luther King, Jr. Day <input type="checkbox"/>	4.1%	9
Good Friday <input type="checkbox"/>	62.6%	137
Memorial Day <input type="checkbox"/>	30.6%	67
Veteran's Day <input type="checkbox"/>	11.9%	26
Thanksgiving <input type="checkbox"/>	68.9%	151
Christmas <input type="checkbox"/>	65.3%	143
	answered question	219
	skipped question	7

3. (Optional) Please suggest any other holidays not currently recognized by the county holiday schedule that you would like to see considered by the Board of Commissioners (for example: President's Day or Columbus Day).

	Response Count
	68
answered question	68
skipped question	158

4. Please provide any additional comments or suggestions you may have.

	Response Count
	58
answered question	58
skipped question	169

Q3. (Optional) Please suggest any other holidays not currently recognized by the county holiday schedule that you would like to see considered by the Board of Commissioners (for example: President's Day or Columbus Day).

1	Columbus Day	Aug 15, 2011 11:17 AM
2	Columbus Day	Aug 11, 2011 7:44 AM
3	Columbus Day	Aug 10, 2011 5:23 AM
4	July 4	Aug 10, 2011 5:23 AM
5	July 4th	Aug 10, 2011 5:23 AM
6	President's Day or Easter Monday	Aug 10, 2011 5:22 AM
7	lincoln's birthday or Good Friday	Aug 9, 2011 1:43 PM
8	Columbus Day, JULY 4TH	Aug 9, 2011 5:14 AM
9	LABOR DAY, VALENTINES DAY, ST PATRICKS DAY	Aug 3, 2011 3:58 PM
10	none	Aug 3, 2011 2:41 PM
11	July 4th	Aug 3, 2011 11:39 AM
12	Three extra holidays days is good for me.	Aug 3, 2011 10:42 AM
13	President's Day	Aug 3, 2011 7:34 AM
14	None	Aug 3, 2011 7:09 AM
15	Easter Monday	Aug 3, 2011 6:19 AM
16	PRESIDENT'S DAY	Aug 3, 2011 6:02 AM
17	President's Day	Aug 3, 2011 5:41 AM
18	President;s Day	Aug 3, 2011 5:40 AM
19	easter monday, columbus day,president's day, valentine day	Aug 3, 2011 5:36 AM

Q3. (Optional) Please suggest any other holidays not currently recognized by the county holiday schedule that you would like to see considered by the Board of Commissioners (for example: President's Day or Columbus Day).

20	Independence Day: It is the end of the Fiscal Year as well.	Aug 3, 2011 5:35 AM
21	President's Day	Aug 3, 2011 5:15 AM
22	JULY 4TH	Aug 3, 2011 4:58 AM
23	Presidents Day, July 4th, Easter	Aug 3, 2011 3:45 AM
24	Employees Birth Day	Aug 2, 2011 3:57 PM
25	President's Day Columbus Day	Aug 2, 2011 2:09 PM
26	PRESIDENT'S DAY	Aug 2, 2011 2:06 PM
27	The option of each employee having there birthday off with approval from the board and approval of there department head. Also considering that it does not conflict with scheduling and department coverage.	Aug 2, 2011 2:01 PM
28	Columbus day	Aug 2, 2011 1:33 PM
29	President's Day	Aug 2, 2011 1:19 PM
30	president's day or make birthdays a holiday.	Aug 2, 2011 12:58 PM
31	Easter Monday	Aug 2, 2011 12:53 PM
32	Columbus Day, President's Day	Aug 2, 2011 12:32 PM
33	President's Day or Columbus Day	Aug 2, 2011 12:32 PM
34	Third Monday in October-First Day of Hunting Season	Aug 2, 2011 12:25 PM
35	President's Day	Aug 2, 2011 12:11 PM
36	President's Day, extra day for New Year's Day	Aug 2, 2011 12:06 PM
37	President's Day	Aug 2, 2011 11:52 AM
38	ANY FEDERAL HOLIDAY	Aug 2, 2011 11:40 AM
39	I like the fact of adding a few extra days to either Thanksgiving or Christmas, people do like to travel for the holidays it will give them a little longer with the family, plus children are out of school longer at this time of year.	Aug 2, 2011 11:35 AM
40	President's Day	Aug 2, 2011 11:14 AM
41	presidents day	Aug 2, 2011 11:13 AM
42	Columbus Day & President's Day	Aug 2, 2011 10:51 AM
43	Easter Monday	Aug 2, 2011 10:35 AM
44	Easter Monday, President's Day	Aug 2, 2011 10:33 AM
45	Presidents Day Columbus Day St Patricks Day	Aug 2, 2011 10:33 AM

Q3. (Optional) Please suggest any other holidays not currently recognized by the county holiday schedule that you would like to see considered by the Board of Commissioners (for example: President's Day or Columbus Day).

46	Would rather have President's Day or Columbus Day added as opposed to adding more days to the existing schedule; such as at Christmas time or Thanksgiving, ect.	Aug 2, 2011 10:30 AM
47	I would like to see a floating holiday that can be used at the employee's/department's discretion	Aug 2, 2011 10:21 AM
48	President's day Easter Monday	Aug 2, 2011 10:09 AM
49	President's Day	Aug 2, 2011 10:07 AM
50	columbus day	Aug 2, 2011 9:56 AM
51	columbus day would be nice to have also..	Aug 2, 2011 9:54 AM
52	President's Day, Columbus Day, Employees choose one day with approval with Dept Head.	Aug 2, 2011 9:52 AM
53	Columbus Day Easter Monday	Aug 2, 2011 9:39 AM
54	Black Monday - the Monday after Easter Other holidays that the federal offices observe- often times clients get confused as why some holidays are observed and others are not	Aug 2, 2011 9:35 AM
55	President's Day would be nice as sometimes its a long stretch from MLK, JR Day to Easter.	Aug 2, 2011 9:31 AM
56	If we get a holiday for Martin Luther King, why in the world don't we get one for President's day	Aug 2, 2011 9:28 AM
57	Presidents Day - Feb.21st	Aug 2, 2011 9:25 AM
58	Election Day	Aug 2, 2011 9:25 AM
59	Consider the federal holidays- for example October 10th Columbus Day	Aug 2, 2011 9:16 AM
60	President's Day	Aug 2, 2011 9:15 AM
61	President's Day	Aug 2, 2011 9:12 AM
62	Columbus Day	Aug 2, 2011 9:09 AM
63	President's Day, Flag Day	Aug 2, 2011 9:08 AM
64	PRESIDENT'S DAY COLUMBUS DAY	Aug 2, 2011 9:04 AM
65	labor day	Aug 2, 2011 9:00 AM
66	would rather use time at my discretion	Aug 2, 2011 9:00 AM
67	President's Day	Aug 2, 2011 8:58 AM
68	President's Day	Aug 2, 2011 8:56 AM

Q4. Please provide any additional comments or suggestions you may have.

1 None

Aug 15, 2011 11:17 AM

Q4. Please provide any additional comments or suggestions you may have.

2	All employees should be given their birthday off as a holiday as well.	Aug 11, 2011 7:44 AM
3	Block off Christmas to New Years 4 day weekend at Easter w/Good Friday & Easter Monday off >great for people w/kids!	Aug 10, 2011 5:22 AM
4	Block off Christmas through New Years. Easter Monday w/Good Friday	Aug 10, 2011 5:21 AM
5	I really like the idea of the county picking two holidays and we get one freebee, we can use for our birthdays, anniversaries, or whatever. Great idea!!	Aug 5, 2011 11:08 AM
6	ALLOW EMPLOYEE TO BE PAID FOR THEIR BIRTHDAY-IF THEY ARE SCHEDULED TO WORK OR HAVE THE OPTION TO TAKE THE DAY WITH PAY	Aug 5, 2011 4:41 AM
7	Thank you so much for considering this!	Aug 4, 2011 7:51 AM
8	I would prefer a longer Christmas break and come back after the New Year. This is the time when most people take a vacation.	Aug 3, 2011 2:41 PM
9	For morale, FT staff could have birthday off with pay!	Aug 3, 2011 12:28 PM
10	Have off Friday 12/30 and Monday 1/2.	Aug 3, 2011 12:06 PM
11	If we could have an additional day July 4th that would give the county employees a day to enjoy the area beaches without the crowd that is normally here for that holiday.	Aug 3, 2011 11:39 AM
12	With almost 9 years of service as a Pender County Employee, I would like to give thanks to those involve in this magnificent way to appreciate us.	Aug 3, 2011 10:42 AM
13	Thanks for the efforts.	Aug 3, 2011 8:20 AM
14	This action/recommendation is very much appreciated.	Aug 3, 2011 7:58 AM
15	I appreciate the thought of providing everyone with 3 additional days.	Aug 3, 2011 7:09 AM
16	Allow the holidays to be floating days that the employee may use as needed.	Aug 3, 2011 6:12 AM
17	Desperately need a raise	Aug 3, 2011 5:57 AM
18	I like the idea of BOCC designating the vacation days. Since our department provides internal services, our staff have to be available (or at least on stand-by) if other departments are here. If the County was closed, we could also enjoy ourselves without the constant worry of any issues arrlsing.	Aug 3, 2011 5:35 AM
19	additional day to 4th of July	Aug 3, 2011 5:00 AM
20	none	Aug 3, 2011 3:45 AM
21	I think that this idea is great!	Aug 2, 2011 2:27 PM
22	I JUST WANT YOU TO KNOW I THANK GOD FOR YOU ALL....THANK YOU FOR INTEREST & CONCERN FOR US & THE WELL BEING OF OUR FAMILIES & MAKING IT POSSIBLE FOR US TO CONTINUE TO PROVIDE FOR OURSELVES & OUR FAMILIES...THANK YOU & MAY GOD CONTINUE TO BLESS & KEEP YOU ALL....	Aug 2, 2011 2:06 PM

Q4. Please provide any additional comments or suggestions you may have.

- | | | |
|----|--|----------------------|
| 23 | Thanks! | Aug 2, 2011 1:59 PM |
| 24 | Birthday with pay extend July 4th Holiday | Aug 2, 2011 1:33 PM |
| 25 | What about a one time Christmas bonus? | Aug 2, 2011 12:58 PM |
| 26 | It would be great to have the week between Christmas and New Years, it would be very beneficial to those with children who are out of school that whole week. | Aug 2, 2011 12:53 PM |
| 27 | That off your birthday if you do a combination day. | Aug 2, 2011 12:32 PM |
| 28 | what about labor day | Aug 2, 2011 11:40 AM |
| 29 | And then a day i choose sometime during the year working with my department head. | Aug 2, 2011 11:35 AM |
| 30 | For the employee to use as a day off without it being a Holiday. | Aug 2, 2011 11:33 AM |
| 31 | Three regular work days at the employee's request | Aug 2, 2011 11:14 AM |
| 32 | Employee should be able to choose the third holiday they would like to take | Aug 2, 2011 10:52 AM |
| 33 | I feel the employees should be able to choose there 3 holidays with approval. | Aug 2, 2011 10:51 AM |
| 34 | St Patricks Day holiday would be a nice break between MLK & Easter. Either Presidents or Columbus Day would be more patriotic than MLK day | Aug 2, 2011 10:33 AM |
| 35 | Easter Monday, Wednesday before Thanksgiving and an extra day at Christmas would be great. | Aug 2, 2011 10:23 AM |
| 36 | allow employees to select 3 days to be off with pay at their dicretion as long as it does not create a staffing issue within the department. | Aug 2, 2011 10:21 AM |
| 37 | I would just like to say Thank You! additional paid Holidays is a kind offer, to me it shows that the Commissioners, County Manager, and Human Resources care about Pender County Employees. | Aug 2, 2011 10:12 AM |
| 38 | employee's birthday | Aug 2, 2011 10:09 AM |
| 39 | This is a Great incentative for employees considering that we are not able to get Merit or COL increase. I will be well please if so approved. | Aug 2, 2011 9:52 AM |
| 40 | I appreciate the Board recognizing that county employees are taking a beating in this economy along with everyone else. While this does not replace a COLA, it at least helps sooth a few ruffled feathers. | Aug 2, 2011 9:43 AM |
| 41 | Individual take their birthday off, approval through department manager | Aug 2, 2011 9:40 AM |
| 42 | Individual take their birthday off, approval through department manager | Aug 2, 2011 9:39 AM |
| 43 | Everyone also wants to be off for Christmas. Why not shut office down on Dec. 28th, 29th and 30th.This would also help the departments that are often short handed due to people asking for vactions and could save the county money if the days are all jointed together(sucha s heating bill, etc.) | Aug 2, 2011 9:35 AM |
| 44 | It might also work, just to give employees 3 days off at anytime during the year, | Aug 2, 2011 9:31 AM |

Q4. Please provide any additional comments or suggestions you may have.

- not just around the holiday. That way, the public would not be affected by the closing of the of the county offices. If an employee didn't take their 3 days during the year, then you could simply pay them for the 3 additional days.
- 45 I would like to say "Thank you!!!" for trying to give us something. It lets us know that you are keeping us in mind even though we can not get raises. Aug 2, 2011 9:30 AM
- 46 Thank You Aug 2, 2011 9:28 AM
- 47 Good Friday should always be followed by Easter Monday Aug 2, 2011 9:28 AM
- 48 If employee did not choose to take additional Holidays and wished to be paid at end of year for 3 days not taken. Is this a possibility. Aug 2, 2011 9:27 AM
- 49 Employees Birthday/Anniversary Aug 2, 2011 9:25 AM
- 50 The additional days are appreciated. Aug 2, 2011 9:16 AM
- 51 I don't think we should close down operations for an additional three days - that would be to detrimental to the public. I think three additional days that we take individually would be a tremendous benefit that would not disadvantage the public. Aug 2, 2011 9:14 AM
- 52 Either way, I am thankful for any extra days that the county allows us to have off. Aug 2, 2011 9:13 AM
- 53 If the Commissioners designate additional days, it may be wise to coordinate with school holidays to minimize the impact on employees and their families in terms of potential daycare issues. Aug 2, 2011 9:09 AM
- 54 I think it is a good idea that the Board of County Commissioners though to do this. Thank you. Aug 2, 2011 9:08 AM
- 55 This still doesn't help pay bills Aug 2, 2011 9:00 AM
- 56 Thanks for the options. In times like these, anything that is given should we all should be grateful for. Thanks again! Aug 2, 2011 8:58 AM
- 57 Thank you very much for doing this for us. I appreciate this benefit. Aug 2, 2011 8:56 AM
- 58 At least one holiday should be set for all employees to take advantage of to reduce electrical, gas, and other operating expenses. What does a day without electricity save the county? Aug 2, 2011 8:56 AM