



DATE: November 19, 2019

TO: Mayor and City Council

FROM: Assistant City Manager

SUBJECT: Adopt a Resolution Establishing a Business Closure Day in Observance of Cesar Chavez's Birthday

RECOMMENDATION

That the City Council adopts a resolution (Attachment II) to establish a business closure day in observance of Cesar Chavez's birthday.

SUMMARY

In May 2019, the City Council approved a referral requesting that staff meet with the City's various non-sworn bargaining groups to explore the option of exchanging a recognized holiday for the observance of Cesar Chavez's birthday (March 31). As an alternative to adding an additional holiday, staff recommends enacting a business closure in observance of Cesar Chavez's birthday. Similar to the current holiday business closures, employees can either work, take time off using accrued leave, or take time off without pay during this business closure day. The business closure does not impact essential services such as Police and Fire, Communications (dispatch), and the Water Pollution Control Facility.

The day of the proposed business closure would mirror Hayward Unified School District's observance of the holiday, which is the Monday closest to Cesar Chavez's birthday. For calendar year 2020, Cesar Chavez's birthday falls on Tuesday, March 31. The proposed business closure would be Monday, March 30.

BACKGROUND AND DISCUSSION

In May 2019, the City Council approved a referral requesting that staff meet with the City's various non-sworn bargaining groups to explore the option of exchanging a recognized holiday for the observance of Cesar Chavez's birthday (March 31st). During those meetings, the non-sworn groups informed the City they were not interested in exchanging a holiday for Cesar Chavez Day.

Staff conducted a survey of 13 local jurisdictions; none of which provide Cesar Chavez as a paid holiday. When compared to these jurisdictions, the City of Hayward provides 14.5 holidays annually where other agencies surveyed averaged 12 holidays annually.

Additionally, staff estimates that adding one additional City holiday to observe Cesar Chavez Day as a paid holiday would cost the City approximately \$250,000 per year.

As an alternative to adding a holiday, staff recommends enacting a business closure in observance of Cesar Chavez's birthday to provide employees the flexibility to observe Cesar Chavez' birthday if desired. Employees will have the option to either work, take time off using accrued leave, or take time off without pay. An additional benefit to the City, if staff opts to use accrued leave, is that employee leave balances will be reduced.

FISCAL IMPACT

The fiscal impact of enacting a business closure in observance of Cesar Chavez's birthday is expected to be minimal as employees may choose to either work, take time off using accrued leave, or take time off without pay.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

NEXT STEPS

If Council approves enacting a business closure day in observance of Cesar Chavez's birthday, staff will develop a communication strategy to inform non-sworn groups and impacted City departments of the addition of a business closure in observance of Cesar Chavez Day.

Prepared by: Vanessa Lopez, Senior Human Resources Analyst

Recommended by: Maria A. Hurtado, Assistant City Manager

Approved by:



Kelly McAdoo, City Manager