

RESOLUTION 2022 - 152

A RESOLUTION DESIGNATING ANNUAL CITY HOLIDAYS; PROVIDING FOR AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS Veterans Day is a federal holiday observed each year on November 11 to honor military veterans of the United States Armed Forces, and the City of Powder Springs desires to observe November 11 as a City holiday;

WHEREAS research consistently shows there are measurable benefits from taking time off from work, including improved productivity, health benefits of lower stress, better mental health, improved morale, lower absenteeism and less burnout;

WHEREAS benefits to employers include an enhanced ability to attract and retain talent, the demonstration of employer's concern for its employees' wellbeing and what they value, greater productivity stemming from an increase in morale coupled with higher attendance, and greater satisfaction expressed by the employees for the employer.

WHEREAS in recognition of the many benefits to employees and the City from taking time off from work, the City of Powder Springs desires to authorize as an administrative personal holiday for each employee the date of birth for that employee.

WHEREAS the City also desires to authorize and observe one-half day during one work week each month for employee rest and well-being, subject to re-evaluation of the practice within two years.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council for the City of Powder Springs that November 11 will be an annual City holiday for all City staff. While Veterans Day will continue to be observed and celebrated by the City on November 11, if Veterans Day falls on a Saturday, it will be observed as a holiday for staff on Friday. If Veterans Day falls on a Sunday, it will be observed as a holiday by staff on Monday.

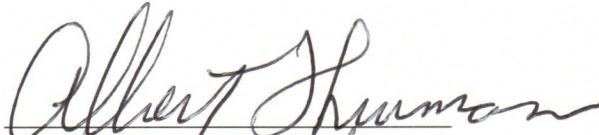
BE IT FURTHER RESOLVED by the Mayor and Council that the City Manager may amend and update the personnel manual to include as an administrative personal holiday for each employee the date of birth for that employee. If an employee's birthday falls on a Saturday, it will be observed by that employee on Friday. If it falls on a Sunday, it will be observed by that employee on a Monday.

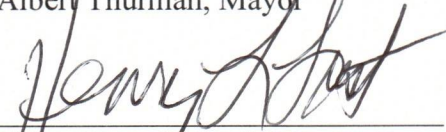
BE IT FURTHER RESOLVED by the Mayor and Council that the City Manager may amend and update the personnel manual to include as paid time off one-half day during one work week each month for each employee, subject to re-evaluation of the practice within two years of adoption of this resolution. The City Manager shall present a report to the Mayor and Council regarding the effectiveness of the practice.

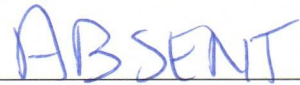
SO RESOLVED this 19th day of September 2022. This resolution shall be effective immediately upon adoption.

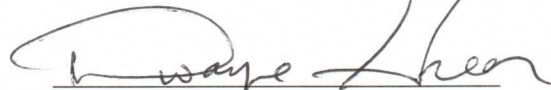
[signatures follow]

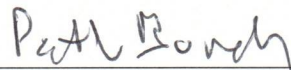
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Albert Thurman, Mayor

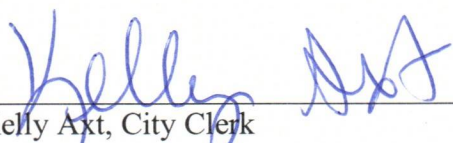

Henry Lust, Council Member


Doris Dawkins, Council Member


Dwayne Green, Council Member


Patrick Bordelon, Council Member


Patricia Wisdom, Council Member

Attest: 
Kelly Axt, City Clerk