

## Responses to Council Questions and Comments

6/3/2024

### **Item #13: Resolution Approving Fixed and Observed Holidays for Fiscal Year 2024-2025**

- Question: Would it be possible to have an Indigenous People's Day as a day of recognition and honoring the past, not as a paid holiday? Could it become a paid holiday in the future?
  - Response: Yes, the City could create a proclamation for the first meeting in October each year acknowledging Indigenous Peoples Day. While it is possible to add this as a City paid holiday, there is a cost to doing so, since employees would be paid and have the day off (and most City offices closed). As mentioned in the staff report, the HR team plans to discuss holidays with our bargaining units during the next round of negotiations, since we have previously heard Council interest in switching a holiday for Juneteenth. This is a meet and confer issue that we would need to vet with our labor partners.