

### **ITEM #3: Town Code Section 14-68 Amendment**

#### **Council Question:**

For the Veterans' Day item, it says there is a fiscal impact based on overtime, but there's not a figure or range of what that would be, so it would be helpful to have some numerical budget info to understand fiscal impact and where those funds will come from.

#### **Staff Response:**

*The actual cost of adding a holiday is hard to quantify. There are the immediate direct costs (overtime paid out that payroll) for those departments that work on the holiday – always PD & Fire, but many times other departments such as Public Works, Transit, Parks, and Library. Then there are the costs that are seen later for those that banked their holiday and want to sell it or take it (which may cause others to work overtime to cover the leave).*

*Because the direct payroll impact is only a piece of the puzzle and because we're in a transition period with our timekeeping software, there is no single graph or chart that can fully capture the complexity of our holiday payroll. We have evaluated each of these potential impacts and estimate the impact to be between \$10k-\$20k annually, which should not have a significant impact on the health of our budget.*

*[Our holiday pay policy for public safety employees](#) explains in detail the mechanics of holiday pay for PD & Fire, where most of the impact will be felt.*