

11445 RESOLUTION 18-43 - AUTHORIZING AMENDMENT TO THE
DELAWARE RIVER AND BAY AUTHORITY'S PERSONNEL MANUAL – REVISION
TO THE HOLIDAY SCHEDULE

WHEREAS, the Delaware River and Bay Authority (the “Authority”) periodically reviews its Personnel Manual for compliance with laws, policy and practices; and

WHEREAS, the Chief Human Resources Officer has presented to the Personnel Committee a recommended revision to the holiday schedule of the Personnel Manual for all employees; and

WHEREAS the revision of the holiday schedule is to replace the Floating Holiday which each year has been designated by the Executive Director to be the Day after Thanksgiving Day; and

WHEREAS the Floating Holiday will now be changed officially to the Day after Thanksgiving Day; and

WHEREAS this revision has been reviewed by the Personnel Committee and the Personnel Committee supports the revision of the holiday schedule of the Personnel Manual for all employees.

NOW, THEREFORE, BE IT RESOLVED that the Delaware River and Bay Authority hereby approves the following revision to the holiday schedule in the Delaware River and Bay Authority Personnel Manual effective January 1, 2019 and replaces only the holiday schedule in its entirety as follows:

Section IX. HOLIDAYS/HOLIDAY PAY

All permanent full-time employees shall be compensated for the following Holidays:

New Year's Day	Independence Day
Martin Luther King Jr.'s Birthday	Labor Day
President's Day	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Christmas Day	

A motion to approve Resolution 18-43 was made by Commissioner Bennett, seconded by Commissioner Decker, and approved by a roll call vote of 11-0.

Resolution 18-43 Executive Summary Sheet

Resolution: Authorizing amendment to the Delaware River and Bay Authority's Personnel Manual – Revision to Holiday Schedule

Committee: Personnel Committee

Committee Date: November 20, 2018

Board Date: November 20, 2018

Purpose of Resolution: To revise the Holiday Schedule for all employees.

Background for Resolution: The current Personnel Manual allows for a floating holiday which has for many years been designated by the Executive Director as the Day after Thanksgiving Day.

During 2018 labor negotiations with all three (3) Authority unions, the Floating Holiday was officially changed to the Day after Thanksgiving Day.

To be consistent throughout the workforce, the Authority wishes to revise the Personnel Manual changing the Floating Holiday to be designated by the Executive Director officially to the Day after Thanksgiving Day for all employees.

This revision does not increase or decrease the number of official holidays for the Authority. The Authority has 11 official holidays.