

ORDINANCE NO. 24-131

**TO AMEND NEW CASTLE COUNTY CODE CHAPTER 26 (“HUMAN RESOURCES”),
ARTICLE 3 (“MERIT SYSTEM”), SECTION 26.03.1403 (“HOLIDAYS”) CONVERTING
TWO EXISTING HOLIDAYS TO FLOATING HOLIDAYS AND DECLARING
JUNETEENTH AN OFFICIAL HOLIDAY**

1 **WHEREAS**, converting two holidays to floating holidays will give County
2 employees greater flexibility; and
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4 **WHEREAS**, in 2020 through 2024, County Executive Matthew Meyer declared
5 Juneteenth a New Castle County holiday in recognition of its historical importance and in
6 2021, the State of Delaware designated Juneteenth a legal holiday.
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8 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**
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10 **Section 1.** *New Castle County Code* Chapter 26 (“Human Resources”), Article
11 (“Merit System”), Sec. 26.03.1403 (“Holidays”) is hereby amended by adding the
12 language that is underscored and the deletion of the stricken text:
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14 **Sec. 26.03.1403. Holidays.**
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16 A. The following Holidays shall be holidays with pay:
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- 18 1. January 1 (New Year’s Day).
- 19 2. Martin Luther King’s Birthday.
- 20 3. ~~Lincoln’s Birthday.~~
- 21 4. President’s Day.
- 22 5. Good Friday.
- 23 6. Memorial Day.
- 24 7. Juneteenth
- 25 8. Fourth of July (Independence Day).
- 26 9. Labor Day.
- 27 10. ~~Columbus Day.~~
- 28 11. Veterans Day.
- 29 12. Thanksgiving Day.
- 30 13. Friday following Thanksgiving.
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14. December 24 (Christmas Eve Day), normal workday before
Christmas holiday to end at 12:00 noon.

15. Christmas Day

16. Election Day (Every two (2) years)

B. Effective immediately upon passage of this ordinance, employees shall be granted one (1) floating holiday for 2024 and two (2) floating holidays each subsequent calendar year, starting January 1, 2025. Floating holidays must be taken by December 31st of each calendar year. Unused floating holidays shall not carryover to the next calendar year. Employees shall be paid straight time for floating holidays.

The Office of Human Resources shall promulgate a personnel policy to establish the terms of use for floating holidays.

C. Salaried employees in pay grades 18 and below ...

D. When a holiday falls on a regularly assigned day ...

E. Whenever a holiday falls on Saturday ...

F. Holidays which occur during vacation period ...

G. Where administratively possible ...

H. In order to receive holiday pay ...

I. Employees who have holiday work assignments ...

Section 2. This ordinance shall become effective immediately upon its adoption and signature of the County Executive or as otherwise provided in 9 *Del. C.* Section 1156.

Adopted by County Council of
New Castle County on:

Karen Hartley-Nagle
President of County Council
of New Castle County

Approved on:

Matthew Meyer
County Executive
New Castle County

SYNOPSIS: This ordinance, if approved, will amend the *New Castle County Code* Chapter 26, Article 3, Section 26.03.1403, by removing two holidays and converting them to floating holidays, as well as declaring Juneteenth an official New Castle County holiday.

FISCAL NOTE: This ordinance will have a de minimus impact upon the County's operating budget.