



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#26-0176

TO: Honorable Mayor & Members of the Fort Lauderdale City Commission

FROM: Rickelle Williams, City Manager

DATE: March 19, 2026

TITLE: Resolution Amending Rule XI, Subsection 2(a), "Legal Holidays," of the Personnel Rules of the City of Fort Lauderdale, Florida, to Include Juneteenth as a Recognized City Holiday – **(Commission Districts 1, 2, 3 and 4)**.

Recommendation

Staff recommends the City Commission adopt a resolution amending Rule XI, Subsection 2(a) of the City's Personnel Rules to include Juneteenth (June 19) as a City-recognized holiday.

Background

Currently, the City recognizes the following holidays: New Year's Day (January 1), Martin Luther King's Birthday (Third Monday in January), Presidents Day (Third Monday in February), Memorial Day (Last Monday in May), Independence Day (July 4), Labor Day (First Monday in September), Veterans Day (November 11), Thanksgiving Day (Fourth Thursday in November), Day Following Thanksgiving, and Christmas Day (December 25).

Juneteenth, observed annually on June 19, commemorates the emancipation of enslaved African Americans in the United States and has been recognized as a federal holiday since 2021. On Friday, January 16, 2026, the Civil Service Board considered this matter and unanimously voted to recommend the inclusion of Juneteenth as a City-recognized holiday. Following the Board's recommendation, the proposed amendment is being presented to the City Commission for consideration and approval, consistent with the established process for amending the City's Personnel Rules.

Juneteenth was recently added to the list of City recognized holidays in the collective bargaining agreements with the Federation of Public Employees and the Teamsters Local 769, which were approved by the City Commission on September 3, 2025, and on September 16, 2025, respectively. Juneteenth has also been proposed in ongoing bargaining with the Fraternal Order of Police (FOP) and the International Association of Firefighters (IAFF). The City and these two (2) bargaining units have tentatively agreed to add Juneteenth to the list of City-recognized holidays. Approval of this amendment would formally add Juneteenth to the City's list of recognized holidays and apply to City

employees in the classified service as defined in the City Charter and the City’s Personnel Rules.

Employees in the non-classified service enjoy the same benefits, although not specifically covered by the Personnel Rules.

Resource Impact

The fiscal impact associated with adding Juneteenth as a City-recognized holiday has been accounted for within the FY 2026 Budget. Departments will manage staffing and operations in accordance with existing policies.

<i>Funds available as of March 10, 2026</i>					
ACCOUNT NUMBER	COST CENTER NAME (Program)	CHARACTER/ACCOUNT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	AMOUNT
10-001-9030-519-10-1199	Other General Government – Human Resources	Salary & Wages/ Other Regular Salaries	\$784,744	\$784,744	\$450,095
10-140-3101-524-10-1199	Building Permits	Salary & Wages/ Other Regular Salaries	\$14,455,554	\$7,816,966	\$450
10-409-7212-534-10-1199	Public Places Cleaning	Salary & Wages/ Other Regular Salaries	\$2,659,482	\$1,766,443	\$3,625
10-450-7401-536-10-1199	Treatment Operations	Salary & Wages/ Other Regular Salaries	\$635,003	\$350,539	\$10,208
10-451-7424-536-10-1199	Lohmeyer Regional Plant Operations	Salary & Wages/ Other Regular Salaries	\$1,619,413	\$936,605	\$3,725
10-461-8011-545-10-1199	Parking Enforcement	Salary & Wages/ Other Regular Salaries	\$1,554,505	\$928,338	\$8,437
10-470-7342-538-10-1199	Stormwater Maintenance	Salary & Wages/ Other Regular Salaries	\$1,152,124	\$616,029	\$383
10-582-3300-519-10-1199	Call Center - Citywide	Salary & Wages/ Other Regular Salaries	\$1,160,802	\$712,721	\$1,858
TOTAL AMOUNT ►					\$478,781

Strategic Connections

This item supports the Press Play Fort Lauderdale 2029 Strategic Plan, specifically advancing:

- Guiding Principles, Fiscal Responsibility

This item advances the Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan, specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale 2035 Vision Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 – Resolution

Exhibit 2 – Article 22 – Federation of Public Employees Contract - October 1, 2025, to September 30, 2028

Exhibit 3 – Article 34 – Teamsters Contract - October 1, 2025, to September 30, 2028

Exhibit 4 – Personnel Rule XI, Section 2 - Legal and Personal Holidays (Redlined)

Exhibit 5 – Draft Civil Service Board Meeting Minutes - January 16, 2026

Prepared by: Nisa McFarlane, Administrative Supervisor - Human Resources

Department Director: Jerome Post, Human Resources