

NOTICE OF PROPOSED ORDINANCE

Pursuant of Section 7-3 of the Town of Castle Rock Home Rule Charter, notice is hereby given that the Town Council will consider adoption of the following named and described ordinance during its meeting on September 5, 2017 at 6:00 P.M. at the Town of Castle Rock, Town Hall, 100 North Wilcox, Castle Rock, CO 80104.

Title of Proposed Ordinance:

An Ordinance Amending Section 2.06.010.B of the Castle Rock Municipal Code to Include the Day After Thanksgiving and Christmas Eve as Legal Holidays

Subject Matter Summary:

The proposed ordinance approves granting the day after Thanksgiving and a half day on Christmas Eve as designated legal Town holidays, providing market level benefits to eligible Town staff.

The entire text of the proposed ordinance is contained herein, and copies are available for public inspection at the office of the Town Clerk, 100 North Wilcox, Castle Rock, Colorado 80104 during normal working hours between 8:00 a.m. and 5:00 p.m., Monday through Friday, excluding holidays.

Publication date: August 31, 2017

ORDINANCE NO. 2017-

AN ORDINANCE AMENDING SECTION 2.06.010.B OF THE CASTLE ROCK MUNICIPAL CODE TO INCLUDE THE DAY AFTER THANKSGIVING AND CHRISTMAS EVE AS LEGAL HOLIDAYS

WHEREAS, the Town of Castle Rock intends to provide market level benefits to eligible Town staff, and

WHEREAS, the Town conducted an employee survey and received feedback indicating that the number of Town holidays provided by the Town was less than comparable local government jurisdictions, and

WHEREAS, the Town of Castle Rock does not designate the day after Thanksgiving as a Town holiday and does not designate a half day on Christmas Eve as a Town holiday, and

WHEREAS, the Town conducted a benchmark analysis of 19 local government jurisdictions along the Colorado Front Range and determined that 18 jurisdictions provide the day after Thanksgiving off as holiday, and

WHEREAS, from the same 19 benchmarks, six designate the entire day of Christmas Eve as a holiday and close on this day, six close at noon on this day, and seven remain open, and

WHEREAS, Town Council has the authority to grant legal Town holidays and granting these additional holidays is reasonable and customary within the marketplace.

NOW, THEREFORE, IT IS ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF CASTLE ROCK, COLORADO:

Section 1. Amendment. Section 2.06.010.B of the Castle Rock Municipal Code is hereby amended in its entirety to read as follows:

2.06.010 - Administration of personnel matters.

B. Legal Holidays. The following days shall be considered legal holidays for all Town employees: New Year's Day; Martin Luther King Day; Presidents' Day; Memorial Day; Independence Day; Labor Day; Veterans' Day; Thanksgiving Day; Day after Thanksgiving, Christmas Eve (1/2 day), Christmas Day. The Town Council may grant other holidays as it deems fit. When a designated holiday falls on a Saturday or Sunday, the adjacent Friday or Monday shall be considered as a holiday, with the exception of Christmas Eve. Christmas Eve shall only be considered a holiday when it falls on Monday through Friday. The Town Manager or department directors may require certain employees to work on a legal holiday. Compensation for employees

required to work on legal holidays shall be determined by the Town Manager and/or designee.

Section 2. Severability. If any clause, sentence, paragraph, or part of this ordinance or the application thereof to any person or circumstances shall for any reason be adjudged by a court of competent jurisdiction invalid, such judgment shall not affect the remaining provisions of this ordinance.

Section 3. Safety Clause. The Town Council finds and declares that this ordinance is promulgated and adopted for the public health, safety and welfare and this ordinance bears a rational relation to the legislative object sought to be obtained.

APPROVED ON FIRST READING this ___ day of _____, 2017 by a vote of ___ for and ___ against, after publication in compliance with Section 2.02.100.C of the Castle Rock Municipal Code; and

PASSED, APPROVED AND ADOPTED ON SECOND AND FINAL READING this ___ day of _____, 2017, by the Town Council of the Town of Castle Rock by a vote of ___ for and ___ against.

ATTEST:

TOWN OF CASTLE ROCK

Lisa Anderson, Acting Town Clerk

Jennifer Green, Mayor

Approved as to form:

Approved as to content:

Robert J. Slentz, Town Attorney

Fritz Sprague, Deputy Town Manager