

To the Mayor and Members of the City Council

April 15, 2025

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SUBJECT: COST OF RECOGNIZING ADDITIONAL HOLIDAY

The purpose of this Informal Report is to provide the cost to consider for recognizing Cesar Chavez Day as an official City Holiday. In addition, two alternative scenarios are presented for consideration.

Currently, the City of Fort Worth extends eleven (11) paid holidays to all City employees. This includes the following:

- New Year’s Day
- Martin Luther King Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving Day
- Day After Thanksgiving Day
- Christmas Day
- Two (2) Personal Holidays

Below is the cost of an additional holiday(s) and a summary of the consideration:

Options	Summary	Cost
New Holiday	New City recognized Holiday in addition to the 11 recognized in FY25.	Total Cost per Holiday: \$3,425,684 Non-Civil Service: \$1,571,784 Estimated Civil Service: \$1,853,900
Allow Observance of Holiday Using Existing Leave Banks	In this approach, the City would allow and promote employees who are scheduled to work on the recognized day to use accumulated and available leave (vacation or personal holiday leave) hours in observance of the Holiday.	GF: No additional Financial Impact
Convert Personal Holiday to New Holiday	In this approach, the City would convert a personal holiday to an Official recognized Holiday	GF: No additional Financial Impact

The city conducted a survey of major Texas Cities and the Dallas-Fort Worth metroplex cities and counties (attached). Overall, the average number of holidays observed is twelve (12) days compared to the City’s eleven (11) days.

Please contact Holly Moyer, Interim Human Resources Director, by e-mail to holly.moyer@fortworthtexas.gov for any questions.

Jesus ‘Jay’ Chapa
City Manager

City of Fort Worth Survey: Holiday and Leave

		DFW Metroplex								Large Texas Cities			Metroplex Counties					State	
Holiday Observed	Fort Worth	Arlington	Dallas	Denton	Frisco	Garland	Irving	Plano	Richardson	Austin	Houston	San Antonio	Collin County	Dallas County	Denton County	Parker County	Tarrant County	Texas	Holiday Totals
New Years Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	18
Martin Luther King Jr. Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	18
Presidents Day		√	√							√					√	√	√	√	7
Cesar Chavez Day												√		√			√		2
Fiesta San Jacinto Day												√							1
Good Friday		√			√				√				√		√	√	√		7
Memorial Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	16
Juneteenth	√	√	√	√		√				√	√	√		√	√	√	√		11
Independence Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	16
Labor Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	16
Columbus Day																			1
Indigenous Peoples Day			√															√	1
Veterans Day			√							√	√	√			√	√		√	6
Thanksgiving Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	18
Day after Thanksgiving	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	18
Christmas Eve				√	√			√	√	√	√		√	√	√	√		√	10
Christmas Day	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	√	18
Christmas Day After		√				√						√					√	√	5
Total	9	12	12	12	10	10	9	9	10	12	11	13	10	10	13	13	13	11	
Personal Holiday																			
0		√	√		√	√		√					√				√	√	8
1									√		√			√		√			4
2	√			√				√		√					√				5
3																			0
4																			0
5												√							1
Total	2	0	0	2	0	0	1	0	1	2	1	5	0	1	2	1	0	0	
Total Holidays Observed	11	12	12	14	10	10	10	9	11	14	12	18	10	11	15	14	13	11	
Sick Days - Entry	10	15	12	15	12	5	10	15	15	12	8	4		12	12	12	12	12	
Vacation Days - Entry	12	10	13	15	15	10	12	10	10	13	10	5		10	10	10	10	12	
PTO													24						
Vacation/Sick Days Total	22	25	25	30	27	15	22	25	25	25	18	9	24	22	22	22	22	24	
Holiday/Leave Days Total	33	37	37	44	37	25	32	34	36	39	30	27	34	33	37	36	35	35	
Beravement Leave	0	3	3	3-5	3-5	3	0	3	5	3	3	3	3	3-5	3	3	3	4	