



CITY OF BIRMINGHAM

DEPARTMENT OF HUMAN RESOURCES

PUTTING PEOPLE FIRST

Randall L. Woodfin
Mayor

Jill M. Madajczyk, SPHR
Director

To: Dr. Lorren Oliver, Director, Personnel Board of Jefferson County

From: Mayor Randall Woodfin:

Date: August 18, 2020

RE: City of Birmingham Holiday and Holiday Furlough Schedule for Fiscal Year 2021:

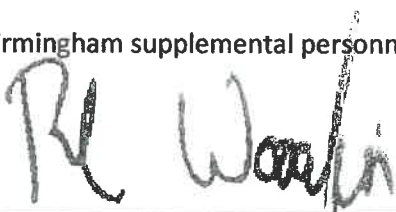
COVID-19 has had a major impact across the globe, including in Birmingham. Due to the pandemic, our city is facing a \$63 million short fall. Such a deficit has led to a call for several city cuts including indefinite furloughs of certain part-time employees and certain full-time employees. Additionally, the City has determined its need to eliminate certain paid holiday, in lieu of a furlough for all full-time employees.

Pursuant to Rule 13.8 of the Rules of the Personnel Board of Jefferson County, the City hereby declares the following paid and unpaid holiday for the remainder of FY21:

Holiday	Date	Paid/Unpaid
Labor Day	September 7, 2020	Unpaid
Election Day	November 3, 2020	Unpaid
Veteran's Day	November 11, 2020	Unpaid
Thanksgiving Day	November 26, 2020	Paid
Day after Thanksgiving	November 27, 2020	Unpaid
Christmas Eve	December 24, 2020	Unpaid
Christmas Day	December 25, 2020	Paid
New Year's Day	January 1, 2021	Unpaid
Martin Luther King Day	January 18, 2021	Unpaid
Good Friday	April 2, 2021	Unpaid
Memorial Day	May 31, 2021	Unpaid

City facilities will be closed on all the above dates. No employees, including salaried employees will receive pay for any unpaid Holiday listed above. Critical employees who are required to work holidays, such as police, fire and 911, will be paid straight time for working on those days. Remaining city employees will not be allowed to use any paid time off categories to cover the holidays.

This supersedes any provisions contained in the City of Birmingham supplemental personnel policies and procedures including 3.2(b).



Randall L. Woodfin, Mayor