



*Town of Milton*

115 Federal Street, Milton, Delaware 19968

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**ORDINANCE NO. 2021-011**

**AN ORDINANCE AMENDING TOWN CODE, CHAPTER 26-18, ENTITLED "EMPLOYEE BENEFITS",  
RELATED TO HOLIDAYS**

**WHEREAS**, the Town Charter of the Town of Milton authorizes the Town Council to provide for and preserve the health, cleanliness, ornament, good order and public welfare of the Town, its inhabitants and affairs; and

**WHEREAS**, the Town of Milton currently has codified its Personnel Policies in Town Code Chapter 26; and

**WHEREAS**, the Town of Milton seeks to amend Chapter 26-18 entitled "Employee Benefits", related to Holidays for the observance of Juneteenth.

**NOW THEREFORE, BE IT ENACTED AND ORDAINED**, by the Mayor and Town Council of the Town of Milton, a majority thereof concurring, that the following revisions hereby be incorporated into Chapter 26 of the Town Code, with additions shown by underline and deletions shown by strike through as follows:

Holidays.

(1) All employees, except temporary, seasonal, emergency and part-time employees, shall be compensated with his/her regular pay for the following legal holidays and any other day or part of a day proclaimed by the Governor as a legal holiday and so proclaimed by the Mayor and Council:

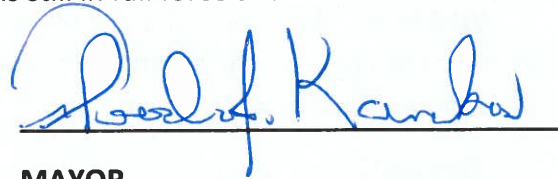
- (a) New Year's Day.
- (b) Martin Luther King, Jr. Day.
- (c) Good Friday.
- (d) Memorial Day.
- (e) Juneteenth.
- ~~(f)~~ Independence Day.
- ~~(g)~~ Labor Day.
- ~~(h)~~ Election Day.

- (ih) Return Day (~~after 12:00 p.m.~~) on election years.
- (ji) Veteran's Day.
- (kj) Thanksgiving Day.
- (lk) Day after Thanksgiving Day.
- (ml) Christmas Eve, (~~after 12:00 noon~~).
- (nm) Christmas Day.

(2) ~~OneTwo~~ additional, flexible, holidays ~~are is~~ available to eligible employees during each calendar year that is not an election year. A written request from the employee and approval by the department supervisor are required.

(3) As prescribed in the Delaware Code, when an approved holiday falls on a Saturday, the preceding business day shall be considered the legal holiday. When an approved holiday falls on a Sunday, the following day shall be considered the legal holiday.

I, **THEODORE J. KANAKOS**, Mayor of the Town of Milton, hereby certify that the foregoing is a true and correct copy of the Ordinance adopted by the Mayor and Town Council of the Town of Milton at its meeting held on the 6<sup>th</sup> day of December, 2021, at which a quorum was present and voting throughout and that the same is still in full force and effect.



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MAYOR

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#### Synopsis

The Ordinance amends Town Code Chapter 26-18 related to observed holidays within Employee Benefits. Specifically, the Ordinance adds the Juneteenth holiday, replaces the ½ day with a full-day for observance of Christmas Eve and Return Day on election years. Lastly, the Ordinance removes reduces the 2 floating holidays to one (1) floating holiday available on non-election years for the replacement of the holidays listed above.