

CHAPTER 2025-7

No. 139 AN ORDINANCE AMENDING CHAPTER 17 "OFFICERS AND EMPLOYEES", ARTICLE III "COMPENSATION AND OTHER BENEFITS", DIVISION I "IN GENERAL", SECTION 17-57 "HOLIDAY PAY"

Approved March 24, 2025

Be it ordained by the City of Providence:

Section 1. Chapter 17 "Officers and Employees", Article III - "Compensation and Other Benefits", Division 1 - "In General", Section 17-57 "Holidays and Holiday Pay" is hereby amended as follows:

Sec. 17-57. - Holidays and holiday pay.

(a) All permanent employees of the city paid on an hourly or per diem basis shall be entitled to and shall receive pay as established by ordinance for the following holidays: New Year's Day, Memorial Day, Juneteenth, Independence Day, V-Js Day, Labor Day, Columbus Day, Election Day, Veterans Day, Thanksgiving Day and Christmas Day; provided that such holiday occurs on a day when such employee normally renders services; and further provided, that such employees shall receive such pay only when they have worked on the last working day before each holiday and have worked on the next working day following each holiday.

(b) All work performed on such holiday shall be paid at the rate of one hundred fifty (150) percent of the employee's regular hourly rate pay for the actual time worked in addition to the regular pay allowed for the holiday, but the period of such work shall not be credited as part of his workweek in computing overtime pay, as provided in section 17-59. Whenever such holiday occurs on a day when a permanent hourly paid employee normally renders services, the holiday shall be considered as part of his workweek for the purposes of computing overtime.

(c) The provisions of this section shall not deprive any department head of the right to require city employees to work on any legal holiday when such work in the opinion of said department head is necessary to the general welfare and safety.

Section 2. This ordinance shall go into effect upon passage.

IN CITY COUNCIL
MAR 06 2025
FIRST READING
READ AND PASSED
Jana L. Mastrosianu
CLERK

IN CITY
COUNCIL
MAR 20 2025
FINAL READING
READ AND PASSED
Rachel M. Miller
RACHEL M. MILLER, PRESIDENT
Jana L. Mastrosianu
CLERK

I HEREBY APPROVE.

Brett P. Smith
Mayor

Date: 3/24/25



SARA SILVERIA
DIRECTOR OF FINANCE

CITY OF PROVIDENCE
MAYOR BRETT P. SMILEY

February 25, 2025

Councilwoman Helen Anthony
Chairperson, Committee on Finance
C/O City Clerk's Office
Providence City Hall
Providence, RI 02903

Dear Chairwoman Anthony:

For your consideration, please find the accompanying fiscal note pertaining to the Juneteenth holiday.

The Finance Department has estimated the fiscal impact of this holiday to be \$282,258, as outlined below. The cost impact is related to holiday pay for our collective bargaining members.

Fiscal Impact of Implementing Juneteenth Holiday	
Item	Annual Cost
Police and Fire Holiday Pay	270,000.00
Communications Staffing	4,950.00
OT & Other Departmental Staffing Costs	2,800.00
Payroll Taxes	4,508.00
Total	282,258.00

Should you have any questions, please feel free to contact me with questions.

Respectfully submitted,

Sara Silveria
Finance Director