

**From:** Eric Duthie, Hildale City Manager  
**To:** Hildale City Council; Hildale City Mayor  
**Date:** May 11, 2022  
**Subject:** Adding holiday to City Personnel Manual

In 2021, through agreement with the Mayor, I authorized city staff to take the Friday after Thanksgiving as a paid holiday. This is a common practice in every municipality in which I have been associated, or managed.

The Utah Legislature recently approved a bill, signed into law on March 24, 2022, by Governor Cox establishing June 19 as a State paid holiday. The date recognizes “Juneteenth National Freedom Day” as a commemoration of the end of slavery in the U.S.

The City of Hildale recognizes paid State holidays as paid City holidays in the Personnel Manual. Hildale City Personnel Policy Manual (Revised July 2, 2019) states:

“Section 10. State Legal Holidays

State Legal holidays Per ARS § 38-608 and Utah Code § 63G-1-301 are:

1. January 1st "New Year's Day"
2. Third Monday of January “Dr. Martin Luther King, Jr. Day”
3. Third Monday of February “Washington and Lincoln Day”
4. Last Monday of May “Memorial Day”
5. July 4th "Independence Day"
6. July 24th “Pioneer Day”
7. First Monday in September "Labor Day"
8. Second Monday in October “Columbus Day”
9. November 11th “Veterans’ Day”
10. Fourth Thursday in November "Thanksgiving Day"
11. December 25th "Christmas Day"

Staff recommends Council approve the addition of the day after Thanksgiving and June 19 as paid employee holidays into the City Personnel Manual, to be consistent with current practice and Utah statute.