



## **Memorandum**

**To:** Mayor, Town Council  
**From:** Dawn Brecke, Treasurer/HR Director  
**Date:** June 1, 2026  
**Re:** **June 10, 2026 Town Council Meeting**  
**Personnel Policy Manual Revision – Juneteenth Date**

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### **Recommendation**

Approve a change to the Personnel Policy Manual to observe the Juneteenth holiday on June 19th, beginning in 2026.

### **Background**

The Town of Springdale has historically followed the State of Utah's holiday schedule and observance practices. During the 2026 legislative session, the Utah Legislature approved a change to state holiday observance practices beginning in 2027, requiring Juneteenth to be observed on its actual date, June 19, rather than on an alternate day.

For 2026, Juneteenth falls on Friday, June 19. Under current observance practices, the holiday would be observed on the preceding Monday, June 15.

### **Discussion**

Because June 19 falls on a Friday this year, observing the holiday on the actual date is straightforward and avoids the confusion that can arise when a holiday is recognized several days before it occurs.

Observing the holiday on its actual date also promotes consistency for residents, visitors, and employees who may interact with other governmental entities, businesses, and organizations that recognize Juneteenth on June 19.

There are no anticipated operational impacts beyond the normal closure associated with a Town holiday.

## CHAPTER 3 - MANAGEMENT

### SECTION L: LEAVES OF ABSENCE

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#### 2. HOLIDAYS

A. Holidays which apply to full-time employees are:

- 1) New Year's Day: January 1<sup>st</sup>
- 2) Martin Luther King, Jr. Day: 3<sup>rd</sup> Monday in January
- 3) Presidents' Day: 3<sup>rd</sup> Monday in February
- 4) Memorial Day: Last Monday in May
- 5) Juneteenth: June 19<sup>th</sup> ~~or Monday preceding June 19<sup>th</sup> if it falls on Tuesday—Friday. If it falls on Saturday or Sunday, holiday is observed on following Monday.~~
- 6) Independence Day: July 4<sup>th</sup>
- 7) Pioneer Day: July 24<sup>th</sup>
- 8) Labor Day: 1<sup>st</sup> Monday in September
- 9) Columbus Day: 2<sup>nd</sup> Monday in October
- 10) Veteran's Day: November 11<sup>th</sup>
- 11) Thanksgiving Day: 4<sup>th</sup> Thursday in November
- 12) Friday after Thanksgiving: 4<sup>th</sup> Friday in November
- 13) Christmas Eve: December 24<sup>th</sup>
- 14) Christmas Day: December 25<sup>th</sup>

Any day designated by the Governor as a State Holiday or designated by the Town Council will be observed