

Fiscal Impact of Paid Holiday for County Employees

A bill pending in the General Assembly, S. 36, would require all political subdivisions to observe the State's legal holidays or risk suspension of state funds. Counties were asked to describe the fiscal impact of providing one additional paid holiday to county employees.

| <i>County</i> | <i>Additional Cost to pay essential workers (emergency personnel, etc.) holiday pay for working on one (1) paid holiday</i> | <i>Lost Cost: Avg. Daily Payroll (FY 2007 Payroll/365 days)</i> | <i>Number of State Holidays <u>Not</u> Observed</i> | <i>Holiday Pay Policy for employees required to work on holiday</i> |
|---------------|---|---|---|--|
| Abbeville | * | \$12,820 | 2 | * |
| Aiken | * | \$69,857 | 3 | * |
| Allendale | * | \$6,548 | 0 - all holidays observed | * |
| Anderson | * | \$38,681 | 0 - all holidays observed | * |
| Bamberg | \$13,500 | \$7,412 | 3 | Time and one half |
| Barnwell | \$3,012 | \$12,685 | 2 | Time and one half |
| Beaufort | \$136,600 | \$122,789 | 3 | Double time for hours worked |
| Berkeley | \$54,877 | \$80,050 | 2 | Time and one half |
| Calhoun | * | * | 1 | * |
| Charleston | \$135,000 | \$175,440 | 2 | Comp time in same pay period OR 8 hours normal pay plus 8 hours holiday pay. |
| Cherokee | * | \$19,267 | 1 | * |
| Chester | * | \$21,282 | 3 | * |
| Chesterfield | * | \$14,128 | 1 | * |
| Clarendon | \$6,000 | \$15,002 | 2 | Double time based on the employees hourly rate of pay |
| Colleton | \$40,000 (including benefits and taxes) | \$31,967 | 0 - all holidays observed | Normal pay for hours worked plus holiday pay equiv. to one day |
| Darlington | * | \$31,868 | 3 | * |
| Dillon | * | \$18,276 | 0 - all holidays observed | * |
| Dorchester | \$14,200 | \$62,207 | 0 - all holidays observed | Time and one half for hours worked plus 8 extra hours holiday pay. |
| Edgefield | * | \$13,253 | 2 | * |
| Fairfield | Est. \$7.647 ¹ | \$23,331 | 3 | Normal pay for hours worked plus 8 hours holiday pay |
| Florence | \$20,000 | \$67,275 | 3 | Normal pay for hours worked plus 8 hours holiday pay |
| Georgetown | * | \$53,056 | 2 | * |
| Greenville | \$147,100 | \$163,166 | 3 | Time and one half |
| Greenwood | \$14,115 | \$36,164 | 2 | Double time |
| Hampton | | \$12,140 | 1 | * |
| Horry | \$270,000 | \$146,251 | 1 | Normal pay for hours worked plus holiday pay equiv. to one day |

| <i>County</i> | <i>Additional Cost to pay essential workers (emergency personnel, etc.) holiday pay for working on one (1) paid holiday</i> | <i>Lost Cost: Avg. Daily Payroll (FY 2007 Payroll/365 days)</i> | <i>Number of State Holidays Not Observed</i> | <i>Holiday Pay Policy for employees required to work on holiday</i> |
|---------------|---|---|--|--|
| Jasper | \$9,000 | \$18,055 | 1 | Time and one half |
| Kershaw | \$0 | \$23,295 | 3 | Essential employees are not paid for holiday. |
| Lancaster | \$6,250 | \$28,072 | 3 | Double time |
| Laurens | \$5,500 | \$25,802 | 3 | Normal pay for hours worked plus 8 hours holiday pay |
| Lee | * | \$15,369 | 1 | * |
| Lexington | \$0 | \$97,593 | 0 - all holidays observed | Essential employees are not paid for holiday. Employees eligible to receive a holiday receive their regular hours worked plus holiday pay equiv. to one day. |
| Marion | * | \$13,028 | 4 | * |
| Marlboro | \$2,000 | \$10,722 | 3 | Double time |
| Mccormick | * | \$7,549 | 0 - all holidays observed | * |
| Newberry | \$75,000 | \$16,839 | 2 | Normal pay for hours worked plus holiday pay equiv. to one day OR another day off within 30 days |
| Oconee | * | \$61,573 | 0 - all holidays observed | Deferred paid |
| Orangeburg | \$47,000 | \$34,031 | 2 | Normal pay for hours worked plus holiday pay equiv. to one day OR another day off within 30 days |
| Pickens | * | \$50,602 | 3 | * |
| Richland | \$128,088 | \$247,387 | 1 | Normal pay for hours worked plus holiday pay equiv. to one day |
| Saluda | * | \$9,773 | 1 | * |
| Spartanburg | * | \$118,543 | 3 | Time and one half and comp time |
| Sumter | \$18,892 | \$43,851 | 1 | Time and one half, double time and deferred paid leave depending on the department |
| Union | \$7,908 | \$13,447 | 1 | Double time and a hlaf |
| Williamsburg | \$32,000 | \$22,588 | 2 | Deferred paid holiday leave |
| York | * | \$86,683 | 4 | * |

* Information not available -- County did not respond to Survey

¹ Fairfield County provided TOTAL payroll estimate for essential employees (\$22,945) and not the ADDITIONAL cost over and above a normal work day for these employees. Since the county pays an additional 8 hours of holiday pay on top of normal wages, one-third of the total payroll cost was calculated to derive a very conservative added cost estimate.

Other issues/ concerns cited: Necessity for some counties to offset cost of observing a state holiday by giving up another holiday may cause political resistance; inconvenience caused to citizens due to disruption in services on holidays; problem with public perception with adding a holiday for county employees; low moral for essential employees required to work the holiday with no extra pay while peers have an extra day off.

Source: SCAC Survey