Exhibit 2

**PROPOSED**

RESOLUTION NO.

1   A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD

2   COUNTY, FLORIDA, PERTAINING TO COUNTY HOLIDAYS; AMENDING

3   SECTION 14.227 OF THE BROWARD COUNTY ADMINISTRATIVE CODE

4   ("ADMINISTRATIVE CODE"); AND PROVIDING FOR SEVERABILITY, INCLUSION IN

5   THE ADMINISTRATIVE CODE, AND AN EFFECTIVE DATE.

6   (Sponsored by Commissioner Alexandra P. Davis)

7

8   WHEREAS, the year-end holidays are traditionally times for friends and family to

9   gather, making them one of the busiest travel times of the year; and

10   WHEREAS, the Board of County Commissioners finds it appropriate to recognize

11   the year-round hard work and dedication of County employees and to prioritize the family

12   and community gatherings that mark the year-end holidays by providing employees an

13   additional one-half day of personal leave on both Christmas Eve and New Year's Eve

14   when those days fall on a Monday through Thursday, subject to operational needs, NOW,

15   THEREFORE,

16   BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF

17   BROWARD COUNTY, FLORIDA:

18   Section 1.   Section 14.227 of the Broward County Administrative Code is hereby

19   amended to read as follows:

Coding:   Words stricken are deletions from existing text. Words underlined are additions to existing text.

**14.227.    Holidays.**

a.      The following are designated as official <u>County</u> holidays for full-time and part-time 20+ County employees:

1.      New Year's Day.

2.      Martin Luther King Day.

3.      President's Day.

4.      Memorial Day.

5.      Juneteenth (June 19).

6.      Independence Day.

7.      Labor Day.

8.      Veterans Day.

9.      Thanksgiving Day and the day after.

10.     Christmas Day.

b.      An alternate day will be granted if a holiday falls on either Saturday or Sunday. Other days may be declared as holidays by the Board of County Commissioners at its discretion. Whenever a holiday falls on a Saturday, the preceding Friday shall be designated a substitute holiday and observed as the official holiday for that year. When the holiday falls on a Sunday, the following Monday shall be designated as the official holiday for that year. An employee who is not on approved leave and fails to report on ~~his her~~ <u>their</u> scheduled workday before and scheduled workday after a holiday shall not be paid for the holiday.

c.      Full-time employees assigned to a five (5) day workweek shall receive eight (8) hours of paid leave for <u>each of</u> the holidays. Full-time employees assigned to a

43 | four (4) day workweek shall receive ten (10) hours of paid leave for <u>each of</u> the holidays.

44 | Part-time 20+ employees shall receive four (4) hours of paid leave for <u>each of</u> the holidays

45 | regardless of their work schedule.

46 |        d.       Holidays ~~which~~ <u>that</u> occur during annual or sick leave shall not be charged

47 | against annual or sick leave. Temporary, part-time 19, student, and seasonal employees

48 | will not be paid for time not worked.

49 |        e.       An employee who is required to work on a designated holiday may receive

50 | another day off at a later date at a time agreed upon by ~~his her~~ <u>their</u> supervisor. The

51 | department, division<u>,</u> or office director, if unable to grant a day off, may pay the employee

52 | for the holiday worked at a rate equal to time and one-half of ~~his her~~ <u>their</u> regular pay for

53 | that day, in addition to the holiday pay.

54 |        f.       Personal days for full-time and part-time 20+ County employees:

55 |        1.       Employees are entitled to two (2) personal days in the form of annual leave.

56 |               Full-time employees assigned to a five (5) day workweek shall receive

57 |               sixteen (16) hours. Full-time employees assigned to a four (4) day

58 |               workweek shall receive twenty (20) hours. Part-time 20+ employees shall

59 |               receive eight (8) hours, regardless of their work schedule.

60 |        2.       Employees may utilize their personal days to take paid leave on any

61 |               workday, subject to County operational needs.

62 |        3.       Employees observing religious holidays not designated as official County

63 |               holidays, including but not limited to~~,~~ Good Friday, Yom Kippur, Eid al-Fitr,

64 |               or Eid al-Adha, may take such days off using available personal days or

| 65 | | | annual leave, or as unpaid days off without use of any leave, subject to |
| 66 | | | County operational needs. |
| 67 | | 4. | In addition to the foregoing, if December 24 and December 31 occur on a |
| 68 | | | Monday through Thursday in any given year, then employees are entitled |
| 69 | | | to additional personal leave for each day as provided in this section. |
| 70 | | | For each such day: full-time employees assigned to a five (5) day workweek |
| 71 | | | shall receive four (4) hours; full-time employees assigned to a four (4) day |
| 72 | | | workweek shall receive five (5) hours; and part-time 20+ employees shall |
| 73 | | | receive two (2) hours; provided, however, that employees who are not |
| 74 | | | scheduled to work on December 24 or December 31 shall not be eligible to |
| 75 | | | receive this leave for that day. |
| 76 | | | The leave hours referenced in the prior paragraph may be taken only as |
| 77 | | | personal leave on December 24 and December 31 (except as provided |
| 78 | | | below), as elected by the employee and subject to operational needs, and |
| 79 | | | shall be credited to a separate personal leave bank. If an employee is |
| 80 | | | required to work on December 24 and/or December 31 to maintain |
| 81 | | | operational coverage due to assigned duties and therefore cannot use the |
| 82 | | | personal leave hours on that day, that employee may use the hours on |
| 83 | | | another workday, subject to supervisory approval and operational needs. |
| 84 | | | This personal leave remains available through, and may be used by no later |
| 85 | | | than, September 30 of the fiscal year in which it is received and cannot be |
| 86 | | | cashed out or paid out under any circumstances. |

Coding: Words stricken are deletions from existing text. Words underlined are additions to existing text.

4

| | |
|---|---|
| 87 | Section 2.    Severability. |
| 88 | If any portion of this Administrative Code Resolution is determined by any court to |
| 89 | be invalid, the invalid portion will be stricken, and such striking will not affect the validity |
| 90 | of the remainder of this Administrative Code Resolution. If any court determines that this |
| 91 | Administrative Code Resolution, in whole or in part, cannot be legally applied to any |
| 92 | individual, group, entity, property, or circumstance, such determination will not affect the |
| 93 | applicability of this Administrative Code Resolution to any other individual, group, entity, |
| 94 | property, or circumstance. |
| 95 | Section 3.    Inclusion in the Broward County Administrative Code. |
| 96 | It is the intention of the Board of County Commissioners that the provisions of this |
| 97 | Administrative Code Resolution become part of the Broward County Administrative Code |
| 98 | as of the effective date. The sections of this Administrative Code Resolution may be |
| 99 | renumbered or relettered and the word "resolution" may be changed to "section," "article," |
| 100 | or such other appropriate word or phrase to the extent necessary to accomplish such |
| 101 | intention. |

Coding:    Words ~~stricken~~ are deletions from existing text. Words <u>underlined</u> are additions to existing text.

5

102      Section 4.    Effective Date.

103      This Administrative Code Resolution is effective upon adoption.


ADOPTED this        day of        , 2026.          **PROPOSED**


Approved as to form and legal sufficiency:
Andrew J. Meyers, County Attorney

By: /s/ Adam Katzman                    02/04/2026
        Adam Katzman                        (date)
        Deputy County Attorney

By: /s/ René D. Harrod                    02/04/2026
        René D. Harrod                        (date)
        Chief Deputy County Attorney

Coding:    Words ~~stricken~~ are deletions from existing text. Words <u>underlined</u> are additions to existing text.