

| Agenda Item | cover sheet

for consideration by the Apex Town Council

Item Type: NEW BUSINESS

Meeting Date: July 21, 2020

Item Details

Presenter(s): Nicole Dozier, Mayor Pro-Tem

Department(s): Governing Body

Requested Motion

Possible Motion to amend the Town's Personnel Policies to include June 19, Juneteenth, as a paid Town Holiday for employees.

Approval Recommended?

Yes

Item Details

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on June 19th that Union soldiers, led by Major General Gordon Granger, arrived at Galveston, Texas with news that the war had ended, to take command of the more than 2,000 federal troops there to enforce the freedom of the estimated 250,000 Africans who were still enslaved. This was over two and a half years after President Lincoln's preliminary Emancipation Proclamation. In light of the significance of this day in American history, and in an effort to continue improving our policies and practices to enhance a culture of belonging for all members of Town staff, it is the Personnel Committee's recommendation to amend the Town's Personnel Policies to include June 19, Juneteenth, as a paid Town holiday for employees.

Article VII. Section 2 of the Town's Personnel Policies will be amended as follows:

Section 2. Holidays

The policy of the Town is to recognize the following Holidays as paid holidays for Town employees:

- New Year's Day
- Martin Luther King Jr. Day
- Good Friday
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving (2 days)
- Christmas (3 days)

The Human Resources Director shall prepare a schedule of holidays at the beginning of December for the following calendar year. Departments providing 24-hour operation may adopt a varying holiday schedule that designates the legal holiday as the designated holiday when a legal holiday observance falls on a Saturday or Sunday. Any special holiday schedule shall be approved in advance by the Town Manager.

Upon approval, the Town's personnel policies would be updated to reflect the new holiday and the first Juneteenth holiday would be observed on Friday, June 18, 2021.

Attachments

- N/A

