



# CITY OF LAKE FOREST PARK

## CITY COUNCIL

### AGENDA COVER SHEET

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<b>Meeting Date</b>	June 9, 2022
<b>Originating Department</b>	Executive
<b>Contact Person</b>	Phillip Hill
<b>Title</b>	City Recognition of Juneteenth Holiday

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#### Legislative History

- First Presentation City Council Regular Meeting, May 26, 2022
  - Second Presentation City Council Regular Meeting, June 9, 2022
  - Action City Council Regular Meeting, June 9, 2022
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#### Attachments:

1. 2018 Employee Handbook – Policy and Procedure Manual, Version 1.5 (current)
  2. 2022-2024 Police Guild CBA
  3. 2019-2021 Teamsters CBA – 2022-2024 CBA currently in negotiations
  4. Resolution 1847 amending the Employee Handbook to recognize Juneteenth as a city holiday
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#### Executive Summary

On Thursday, May 13, 2021, Governor Inslee signed into law, House Bill 1016, making June 19 a holiday for state workers starting in 2022. On Thursday, June 17, 2021, President Biden signed a bill establishing Juneteenth as a federal holiday.

The resolution before the council would establish Juneteenth as a paid holiday for the employees of Lake Forest Park by either creating an additional paid holiday or substituting one of the two floating holidays for Juneteenth.

## Background

The City currently recognizes ten holidays throughout the year:

Holiday	Date Recognized
New Year's Day	January 1
Martin Luther King, Jr.	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday following Thanksgiving Holiday
Christmas Day	December 25

The City also provides two floating holidays per calendar year. The floating holiday or "personal" holiday can be used to celebrate holidays that the City does not recognize or for any other personal reason. For holidays recognized by date, if that day is a Saturday the city is closed on the Friday before and if on a Sunday, the Monday following.

Attached is a Resolution amending the 2018 Employee Handbook – Policy and Procedure Manual, Version 1.5 (current) to recognize Juneteenth as a city recognized holiday, either by creating an additional recognized city holiday, or recognizing the holiday and eliminating one floating holiday.

## Fiscal & Policy Implications

There are two fiscal implications related to the recognition of an additional holiday:

- One additional day of lost work productivity unless a floating holiday is converted to Juneteenth
- Holiday pay for six (6) police officers working the holiday (1.5x base rate), on average this is an additional cost of approximately \$24.00 per hour per officer. In addition, one public works employee on standby for the holiday receives 1.5x the regular 2 hours standby pay receives \$50.00 standby pay. In 2022 only, one passport agent would be working for 5 hours at regular rate of pay (to handle existing appointments).
- Any emergency call out on the holiday for police or public works would result in a minimum of three (3) hours of compensation at the rate of two (2) times the employee's regular rate for police and 1.5x the employees' regular rate for public works.

The policy implication related to the elimination of one floating holiday in favor of Juneteenth is the requirement to bargain the loss of the floating holiday with the two represented units. While the number of days off per year remains the same, the flexibility afforded to the employee for recognition of a holiday not recognized by the city is eliminated.

**Alternatives**

<i>Options</i>	<i>Results</i>
<ul style="list-style-type: none"> <li>Recognize Juneteenth as an additional city recognized holiday</li> </ul>	City Hall will be closed each year on the recognized holiday and employees required to work that day will receive overtime pay
<ul style="list-style-type: none"> <li>Recognize Juneteenth as a city recognized holiday by eliminating one floating holiday, keeping the total number of paid holidays the same</li> </ul>	City Hall will be closed each year on the recognized holiday and employees required to work that day will receive overtime pay. The Administration would then need to bargain the loss of the floating holiday with the two bargaining units. Success of that bargaining is unknown.

**Staff Recommendation**

Consider the information provided and direct the Administration on how to proceed with providing Juneteenth as a City recognized holiday.