

ORDINANCE NO. O2022-005

AN ORDINANCE of the City Council of the City of Tumwater, Washington establishing June 19 of each year, Juneteenth, as a paid holiday for City of Tumwater employees and adding a new section to Chapter 2.80 of the Tumwater Municipal Code designating holidays recognized by the City.

WHEREAS, slavery has left a catastrophic and unrelenting legacy of trauma for generations of African Americans; and

WHEREAS, African Americans who achieved freedom as a result of the Civil War have traditionally celebrated June 19, 1865, which is the date that the end of enslavement was proclaimed in Texas, two and a half years after President Lincoln signed the Emancipation Proclamation and two months after the end of the Civil War; and

WHEREAS, in acknowledgement of the continuing struggle for racial justice, as well as the seminal national victory that emancipation represents, the date should rightly take its place of honor as an observed holiday for employees of the City of Tumwater and should be acknowledged and celebrated by all; and

WHEREAS, the Washington State Legislature has designated Juneteenth as a state legal holiday; and

WHEREAS, the City of Tumwater follows the State designated holidays as set forth in RCW 1.16.050, including the recent addition of Juneteenth, a holiday marking the emancipation of persons held in enslavement; and

WHEREAS, it is appropriate to establish those State designated holidays that are recognized the City of Tumwater by ordinance.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF TUMWATER, STATE OF WASHINGTON, DOES ORDAIN AS FOLLOWS:

Section 1. A new Section 2.80.015, Holidays, is hereby added to Chapter 2.80, Personnel Regulations, of the Tumwater Municipal Code to read as follows:

2.80.015 Holidays.

- A. All regular status employees are entitled to the following designated holidays with pay:

1. January 1, New Year's Day;
2. Third Monday in January, Martin Luther King, Jr. Day;
3. Third Monday in February, President's Day;
4. Last Monday in May, Memorial Day;
5. June 19, Juneteenth;
6. July 4, Independence Day;
7. First Monday in September, Labor Day;
8. November 11, Veteran's Day;
9. Fourth Thursday in November, Thanksgiving Day;
10. Friday after Thanksgiving, Native American Heritage Day;
11. December 25, Christmas Day; and
12. In addition to the above-listed holidays, one "floating" holiday be taken at the request of the employee and with the approval of the department director each calendar year.

B. For holidays falling on a Saturday, the Friday before shall be a paid holiday. For holidays falling on a Sunday, the Monday following shall be a paid holiday.

Section 2. The City Administrator, or City Administrator's designee, is authorized to establish and amend policies and take all actions necessary to implement and enforce this ordinance.

Section 3. The Juneteenth holiday created under this ordinance is subject to available funding resources and bargaining, taking into account the full range of pay and benefits available to employees through the city's total compensation framework as well as potential impacts to existing city services.

Section 4. Corrections. The City Clerk and codifiers of this ordinance are authorized to make necessary corrections to this ordinance including, but not limited to, the correction of scrivener/clerical errors, references, ordinance numbering, section/subsection numbers and any references thereto.

Section 5. Ratification. Any act consistent with the authority and prior to the effective date of this ordinance is hereby ratified and affirmed.

Section 6. Severability. The provisions of this ordinance are declared separate and severable. The invalidity of any clause, sentence, paragraph, subdivision, section, or portion of this ordinance or the invalidity of the application thereof to any person or circumstance, shall not affect the validity of the remainder of the ordinance, or the validity of its application to other persons or circumstances.

Section 7. Effective Date. This ordinance shall become effective thirty (30) days after passage, approval and publication as provided by law.

ADOPTED this _____ day of _____, 2022.

CITY OF TUMWATER

Debbie Sullivan, Mayor

ATTEST:

Melody Valiant, City Clerk

APPROVED AS TO FORM:

Karen Kirkpatrick, City Attorney

Published:_____

Effective Date:_____