

TO: City Council
FROM: John Doan, City Administrator
DATE: February 15, 2022
SUBJECT: Ordinance No. O2022-005, Establishing Juneteenth as a Paid Holiday and Adding Chapter 2.80 of the Tumwater Municipal Code Designating City Recognized Holidays

1) Recommended Action:

Adopt Ordinance No. O2022-005 establishing Juneteenth as a paid holiday and adding Chapter 2.80 of the Tumwater Municipal Code designating City recognized holidays.

2) Background:

On June 13, 2021, Governor Inslee signed into law HB 1016 which implemented June 19th (Juneteenth) of each year a State holiday. Pursuant to the Tumwater Municipal Code, State holidays become City holidays. It is also a recognized federal holiday. Juneteenth, which is also known as Emancipation Day or Freedom Day recognizes the day when Union soldiers arrived in Galveston, Texas, in 1865 and informed the last enslaved African Americans there that they were free. The holiday would become effective in 2022, but because the 19th is a Saturday this year, it will be observed on Friday. For clarity, this ordinance changes the format of the City holiday listing to name all holidays instead of deferring to the State of Washington list. It does not alter the number of holidays from what the State recognizes. City facilities would close, but emergency services would still be provided.

3) Policy Support:

VISION | MISSION | BELIEFS

People | We respect the diverse people that make up the social fabric of our community and strive to be inclusive of all people. We value and seek to strengthen our vibrant neighborhoods, that are cornerstones of civic life and community identity. As we pursue our goals and the long-term sustainability of the City organization, we value the contributions and diversity of our staff, support their continued personal and professional growth, and act to retain their expertise for the good of the community.

Strategic Priorities and Goals 2021-2026

Refine and Sustain a Great Organization

- Attract and grow a talented workforce that is inclusive, diverse and equitable
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4) Alternatives:

- ☐ Do not authorize the Mayor to sign Ordinance No. O2022-005
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5) Fiscal Notes:

The result of the ordinance across a workforce of approximately 210 employees is the loss of approximately 1.0 FTE across all parts of the organization.

6) Attachments:

- A. Ordinance No. O2022-005