

Staff Report

File #: 22-154**Version:** 1**Date:** 4/11/2022**Item #:** 3.3d.

TO: Mayor and City Council
THROUGH: Kristin Retherford, Interim City Manager
FROM: Krishna Namburi, Enterprise Services Director

SUBJECT:

Addition of the federal and state holiday, Juneteenth Day, as a city-paid holiday benefit for eligible employees.

Ward(s): All Wards
Councilor(s): All Councilors
Neighborhood(s): All Neighborhoods
Result Area(s): Good Governance.

SUMMARY:

City management has explored adding the federal and state recognized holiday, Juneteenth Day (June 19th), as a city-paid holiday benefit for employees. Juneteenth Day became a federal and state recognized holiday in 2021. Currently, the City provides twelve city-paid holidays to eligible employees (per the HR Rules or applicable collective bargaining agreement); 10 federal holidays and 2 "floating" holidays, in support of allowing employees to honor holidays of their personal choice. The addition of Juneteenth Day as a recognized holiday will continue the City's commitment to build upon the diversity, equity, and inclusion efforts and further promote the City of Salem as an employer of choice.

ISSUE:

Shall City Council approve the addition of the federal and state holiday, Juneteenth Day, as an annual city-paid holiday benefit for eligible employees beginning June 19, 2022?

RECOMMENDATION:

Approve the addition of the federal and state holiday, Juneteenth Day, as an annual city-paid holiday benefit for eligible employees beginning June 19, 2022.

FACTS AND FINDINGS:

Juneteenth Day (June 19th) became a federally recognized holiday in the United States on June 18, 2021, by Presidential proclamation to commemorate and honor the freedom of enslaved people. The State of Oregon passed legislation in 2021 to formally recognize Juneteenth as a state holiday and paid holiday benefit for state employees. Other cities and agencies have added Juneteenth as a paid holiday for employees including cities of Beaverton, Eugene, Hillsboro, Portland, Port of Portland, Clackamas County, Multnomah County, and Washington County. Additional cities are in current negotiations or in process of incorporating as a paid holiday as well (cities of Bend, Gresham, and Medford).

With support from the City Council and the Executive Leadership Team, the Enterprise Services Department conducted discussions with all labor union leader representatives on the potential addition of Juneteenth Day as a city-paid holiday for eligible employees (per applicable collective bargaining agreement). There was unanimous support from unions where holidays are provided to eligible employees per the CBA. If this recommendation is approved by Council, unless unions demand to bargain, each contract has provisions for the addition of holidays as granted by the City Council. The Human Resources Rules, which governs non-represented and exempt employees, would be updated to reflect the same additional holiday benefit in recognition of Juneteenth Day.

The addition of Juneteenth Day as a city-paid holiday supports the internal organizational work as established in the Comprehensive Diversity, Equity, and Inclusion Plan. Inclusion of Juneteenth Day builds upon the DEI initiatives to promote the City as an employer of choice, increase diversity within hiring, and achieve an inclusive work environment.

The financial impact of this additional City paid holiday is estimated at \$683,261, which is based on a combination of either loss of productive work time or additional leave accrual based on the applicable unions or non-represented groups. Actual costs may be more than estimated if staff are required to work on a city-paid holiday due to incurring overtime.

BACKGROUND:

In 2021, the City Council took action to further support the City's commitment to diversity, equity, and inclusion. Resolutions were passed related to recognizing and condemning racism, the Mayor's proclamation honoring June 19, 2021, as Juneteenth Independence Day, and allocating funds for DEI coordination and improving equity in access to services and programs for the community.

Krishna Namburi
Enterprise Services Director

Attachments:

1. None.