



## Memorandum

**Date:** 4/5/2022  
**Meeting of:** City Council

**File No.** AM No. 22-043  
**Type:** Consent Item

**TO:** Members of the City Council  
**FROM:** Mayor Angela Birney  
**DEPARTMENT DIRECTOR CONTACT(S):**

Human Resources	Cathryn Laird	425-556-2125
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**DEPARTMENT STAFF:**

Human Resources	David Puente	HR Policy and Labor Analyst
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**TITLE:**

Adoption of a Resolution adding Juneteenth as a City Holiday

- a. Resolution No. 1556: A Resolution of the City Council of the City of Redmond, Washington, Adopting Juneteenth Day of Observance as a City Holiday

**OVERVIEW STATEMENT:**

This memo seeks approval of the adoption of Juneteenth as a paid City holiday, effective June 19, 2022. June 19 is the annual observance celebrating the end of slavery in the United States in 1865, when Union soldiers enforced President Lincoln's Emancipation Proclamation and freed all remaining slaves in Texas. It was two months after the South's official surrender in the Civil War and two and a half years after the proclamation went into effect.

☒ **Additional Background Information/Description of Proposal Attached**

**REQUESTED ACTION:**

☐ **Receive Information**      ☐ **Provide Direction**      ☒ **Approve**

**REQUEST RATIONALE:**

- **Relevant Plans/Policies:**  
N/A
- **Required:**  
Redmond Personnel Manual Section 1.40
- **Council Request:**  
N/A
- **Other Key Facts:**  
In May 2021, Governor Inslee signed a measure making Juneteenth a legal state paid holiday, effective June 19, 2022. On June 18, 2021, President Biden proclaimed June 19<sup>th</sup> as Juneteenth Day of Observance, making it a federal holiday.

**OUTCOMES:**

The recognition of this holiday is worthy of celebration by every American, including City of Redmond employees. It has been celebrated since 1866, mostly by Black Americans, but has not been heard more broadly until recently and represents a critical turning point in American history, as the day America began to live up to one of our greatest principles...a nation devoted to liberty for all.

**COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:**

- **Timeline (previous or planned):**  
N/A
- **Outreach Methods and Results:**  
N/A
- **Feedback Summary:**  
N/A

**BUDGET IMPACT:**

**Total Cost:**

Adoption of a holiday results in an unproductive workday equivalent of approximately \$219,163 in lost productivity and banked holiday time for public safety positions. There is no actual additional cost or expense.

**Approved in current biennial budget:** ☐ Yes ☐ No ☒ N/A

**Budget Offer Number:**

N/A

**Budget Priority:**

N/A

**Other budget impacts or additional costs:** ☐ Yes ☒ No ☐ N/A

*If yes, explain:*

N/A

**Funding source(s):**

N/A

**Budget/Funding Constraints:**

N/A

☐ Additional budget details attached

**COUNCIL REVIEW:**

**Previous Contact(s)**

Date	Meeting	Requested Action
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3/8/2022	Committee of the Whole - Finance, Administration, and Communications	Provide Direction
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**Proposed Upcoming Contact(s)**

Date	Meeting	Requested Action
N/A	None proposed at this time	N/A

**Time Constraints:**

This recognized holiday has been negotiated with the unions and once approved by Council, a city-wide communication will be provided so employees can plan to take the holiday off this summer. Additionally, Human Resources/Payroll will need to create a holiday pay code prior to the holiday for pay purposes.

**ANTICIPATED RESULT IF NOT APPROVED:**

Employees will not be notified, and no time will be taken by employees for the holiday in 2022.

**ATTACHMENTS:**

Attachment A: Redmond Personnel Manual Chapter 9 Redline Changes

Attachment B: Resolution to Amend the Redmond Personnel Manual