



**DATE:** June 1, 2021

**TO:** Mayor and City Council

**FROM:** City Manager

**SUBJECT:** Adopt a Resolution Establishing a City Business Closure Day in Observance of Juneteenth

### **RECOMMENDATION**

That the City Council adopts a resolution (Attachment II) to establish a City business closure day in observance of Juneteenth.

### **SUMMARY**

During Council comments at the April 27 meeting, Councilmember Andrews requested that the Council direct staff to research and bring back consideration of the City declaring Juneteenth as a City holiday/business closure day as recommended by the National Association for the Advancement of Colored People (NAACP). As an alternative to adding an additional holiday and similar to how the City recognizes Cesar Chavez's birthday, staff recommends enacting a business closure in observance of Juneteenth. Similar to the current holiday business closures, employees can either work, take time off using accrued leave, or take time off without pay during this business closure day. The business closure does not impact essential services such as Police and Fire, Communications (dispatch), and the Water Pollution Control Facility. The day of the proposed business closure would fall annually on June 19 or the business day closest to June 19. For example, this year, June 19 falls on Saturday so the business closure would fall on Friday, June 18.

### **BACKGROUND AND DISCUSSION**

Juneteenth, known as "Emancipation Day" or "Freedom Day," was first observed 136 years ago and is the oldest and only African American holiday observance in the United States. On January 31, 1865, Congress passed the Thirteenth Amendment to the US Constitution, which abolished slavery throughout the United States and its territories. Juneteenth, or June 19, 1865, is considered the date when the last slaves in America were freed when General George Granger rode into Galveston, Texas, and issued General Order No 3, proclaiming freedom from slavery in Texas, nearly two and a half years after President Lincoln issued the Emancipation Proclamation. The State of California officially recognized Juneteenth as a holiday in 2002.

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Other than the County of Santa Clara, preliminary research conducted does not indicate that any other Bay Area cities recognize Juneteenth as a paid City holiday. In researching the Cesar Chavez business closure, staff conducted a survey of 13 local jurisdictions and none of those provided Cesar Chavez as a paid holiday. When compared to these jurisdictions, the City of Hayward provides 14.5 paid holidays annually where other agencies surveyed averaged 12 holidays annually.

#### **FISCAL AND ECONOMIC IMPACT**

Staff estimates that adding one additional paid City holiday would cost the City approximately \$250,000 per year. As an alternative to adding a holiday, staff recommends enacting a business closure in observance of Juneteenth to provide employees the flexibility to observe this remembrance if desired. Employees will have the option to either work, take time off using accrued leave, or take time off without pay. An additional benefit to the City, if staff opts to use accrued leave, is that employee leave balances will be reduced. The fiscal impact of enacting a business closure in observance of Juneteenth is expected to be minimal as employees may choose to either work, take time off using accrued leave, or take time off without pay.

#### **NEXT STEPS**

If Council approves enacting a business closure day in observance of Juneteenth, staff will develop a communication strategy to inform non-sworn groups and impacted City departments of the addition of a business closure in observance of Juneteenth.

*Prepared and Recommended by:* Kelly McAdoo, City Manager

Approved by:



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Kelly McAdoo, City Manager