



Cultural Holiday Update

City of Tacoma | Office of Equity and Human Rights

City Council Study Session
September 21, 2021



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OVERVIEW



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- Office of Management & Budget Fiscal Analysis
- Stakeholder Engagement
- Recent Legislation and Trends
- Recommended Next Steps and Timelines

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Background



- **April 20, 2021 Study Session:** Council Consideration Request requesting support to explore the establishment of a potential paid holiday staff could use for cultural heritage days citing the importance of recognizing Juneteenth as a paid holiday for City of Tacoma.
- Majority of City staff employees are provided with 10 paid observed holidays each year, plus 2 floating holidays (totaling 96 hours of paid holiday time) each year.
 - New Year's Day (January 1)
 - Martin Luther King Jr. Day (third Monday of January)
 - President's Day (third Monday of February)
 - Memorial Day (last Monday of May)
 - Independence Day (July 4)
 - Labor Day (first Monday of September)
 - Veterans Day (November 11)
 - Thanksgiving Day (fourth Thursday of November)
 - The day after Thanksgiving
 - Christmas Day (December 25)

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History of Juneteenth



- Emancipation Proclamation was declared in 1863 but this did not lead to immediate freedom of enslaved African people
- The Proclamation was directed toward the liberation of enslaved Africans in Confederate States. It took two years for the proclamation to be enforced.
- **Juneteenth** recognizes the arrival of 2,000 Union troops in Galveston Bay, Texas on **June 19, 1865**. The army announced that the more than 250,000 enslaved black people in the state, were free by executive decree.
- The **Thirteenth Amendment** built the emancipation of enslaved African people into **national law** and was ratified six months later in **December of 1865**.



Emancipation Day celebration, June 19, 1900 held in "East Woods" on East 24th Street in Austin. Credit: Austin History Center.

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Background cont.

Office of Equity and Human Rights staff explored two models of recognizing a cultural holiday for City of Tacoma employees:

- Annual Holiday recognizing Juneteenth as a paid holiday
- Floating Cultural Holiday as a paid holiday to be used at discretion of employees

OEHR collaborated with various City leaders, departments and subject matter experts to present content for discussion today:

- Office of Management and Budget
- Human Resources
- Labor Relations
- Joint Labor Council
- Tacoma Fire Department
- Tacoma Police Department
- Environmental Services
- Tacoma Library
- Tacoma Public Utilities and Tacoma Rail

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Cultural Paid Holiday Models

Holiday Model	Considerations and Feedback
Annual Holiday (Juneteenth)	<ul style="list-style-type: none"> • Preferred model based on stakeholder feedback • Aligns with Federal, State and Regional actions • Demonstrates commitment to Res. 40622 and Transforming Tacoma by aligning policy and practice • Larger Fiscal impact
Floating Cultural Holiday	<ul style="list-style-type: none"> • Excludes Local 31 and TPL employees • Least preferred model based on stakeholder feedback • Would allow employees an opportunity to recognize a date with personal cultural relevance. • May be easier to implement

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Fiscal Analysis – Juneteenth Holiday



The major financial impact of offering a paid **Juneteenth holiday** is in lost productivity of the employees who are receiving compensation but are not working.

- Service Continuity costs – regular wages for those working
- Incremental costs – holiday premiums and overtime to backfill continuity staff who take the day off.

Fixed Holiday Financial Impact:

Fund/Department	2021 Budgeted FTE	Lost Productivity Costs	Service Continuity Costs	Incremental Costs	Total
All Other General Government	796	\$226,000	\$25,000	\$6,000	\$257,000
Environmental Services	524	174,000	36,000	16,000	226,000
General Fund	982	89,000	214,000	13,000	316,000
General Fund Supported	171	69,000	6,000	2,000	77,000
Tacoma Public Utilities	1,482	594,000	58,000	20,000	672,000
Total	3,955	\$1,152,000	\$339,000	\$57,000	\$1,548,000

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Fiscal Analysis – Floating Holiday



The estimated fiscal impact of an **additional floating holiday** includes employer paid wages, taxes and benefits that are a percentage of wages on an average day, **without holiday or overtime**.

Fund/Department	2021 Budgeted FTE	Lost Productivity Costs*
All Other General Government – No L31	673	\$240,000
Environmental Services	524	210,000
General Fund – No L31 or LIB	575	225,000
General Fund – Library	108	19,000
General Fund Supported	171	75,000
Tacoma Public Utilities	1,482	652,000
Total	3,533	\$1,421,000

* Local 31 members are excluded due to their contractual obligation of 2399 annual hours worked
 * Library staff are separated from all other general fund due to pre-existing third floating holiday

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Stakeholder Engagement



Several City departments and partners were asked to provide feedback on the two cultural holiday models. Many stakeholders expressed strong preference for an annual Juneteenth paid holiday:

- Office of Equity and Human Rights
- Human Resources
- Tacoma Fire Department
- Tacoma Police Department
- Tacoma Rail
- Tacoma Public Utilities
- Tacoma Public Libraries
- Joint Labor Council

The City must still negotiate specific work rules around the implementation of a new holiday if Council wishes to move in this direction.

Other stakeholders support either option sharing feedback that a cultural holiday option may be easier to implement from an operational standpoint.

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Stakeholder Feedback



Major Themes:

- Juneteenth holiday is consistent with State and Federal Legislation and supports Resolution 40622 in a visible way.
- Juneteenth holiday supports intent of Heal the Heart of Tacoma – *“spark long term change that strengthens and heals communities”*
- Substantial organizational support for Juneteenth holiday vs floating cultural holiday model.
- Establishing a stand alone holiday provides a platform and opportunity to recognize a critical narrative and milestone of American justice.
- Elevates the history and principles of Juneteenth and the role of government in this ongoing work to become an Anti-Racist Tacoma.
- Budgetary impacts comparable with either model.

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Recent Legislation and Trends

Federal Legislation:

- June 15, 2021 – United States Senate unanimously passed the Juneteenth National Independence Act and subsequently passed in House of Representatives on June 16, 2021.
- June 18, 2021 - Presidential Proclamation
 - *“I call upon the people of the United States to acknowledge and celebrate the end of the Civil War and the emancipation of Black Americans, and commit together to eradicate systemic racism that still undermines our founding ideals and collective prosperity*

State Legislation:

- All states have recognized Juneteenth as a state holiday or day of ceremonial observance.
- Six observe as a **paid state holiday:**
 - Washington (to be observed for the first time on Monday, June 20, 2022)
 - Oregon
 - Texas
 - Virginia
 - Pennsylvania
 - New York

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Recent Legislation and Trends

Local Governments are not required to follow the state legal holiday schedule, but many do. The following local and regional agencies have taken action to establish Juneteenth as a paid holiday:

- Bremerton – Ord. No. 5425 – adding Juneteenth as a paid holiday beginning in 2022
- King County – Ord. No.19209 – adding Juneteenth as a paid holiday for all county employees eligible for comprehensive leave benefits.
- Port of Seattle – Res. 3781 – adding Juneteenth as the 11th paid holiday for non-represented employees

Other cities across the nation have also established Juneteenth as a paid employee holiday:

- Kansas City , MO
- Chattanooga, TN
- Minneapolis, MN
- Springfield, IL
- Wilmington, DE
- Florence, SC
- Winston-Salem, NC

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Recent Legislation and Trends cont.

Companies Trends:

- More than 460 companies are observing Juneteenth as a paid holiday or offering holiday pay:

Organization	Paid Holiday/Holiday Pay	Other Observance
Nike	Paid Holiday	Corp., retail, mfg. and dist. closed
Google	Paid Holiday	Day of celebration, learning, reflection
Target	Paid Holiday/Time-and-a-Half	Celebration, education, service
Best Buy	Paid Holiday	Corp. Offices closed
Starbucks	Paid Holiday/Time-and-a-Half	
NFL	Paid Holiday	League offices closed
Allstate	Paid Holiday	
T-Mobile	Paid Holiday	
MasterCard	Paid Holiday	Global Day of Service, learning or reflection

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Potential Next Steps

- September 2021 - OEHR Staff complete stakeholder engagement with department management to identify any issues unique to their department.
- October 2021 – Council Ordinance to establish paid Juneteenth holiday or cultural holiday
- Oct. 2021 – Implementation:
 - Legal/HR work together to draft changes to TMC paid holiday rules.
 - Labor Relations group analyze impacts on each of 29 Collective Bargaining Agreements.
 - Labor Relations bring proposed contract changes to impacted labor unions
- After* collective bargaining concludes:
 - Council formally ratify changes to the TMC, and Letters of Agreement modifying the terms of existing union contracts.
 - Departments would formally meet with staff to address operational impacts (eg: bidding for vacation time around the holiday, etc.)
 - HR/Payroll/IT - SAP payroll system implementation
 - Juneteenth holiday could be observed on either Friday, June 17th or Monday June 20th in 2022

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