



City Council Agenda Item

City Council Meeting Date: December 21, 2021

TO: Jim Throop, City Manager

FROM: Amabelle Apolinario, Principal Human Resources Analyst
a_apolinario@ci.lompoc.ca.us

SUBJECT: Adoption of Resolution No. 6466(21) to Amend the City's Personnel Rules To Establish June 19, "Juneteenth," as a Legal Paid Holiday for City of Lompoc Employees

Recommendation:

Staff recommends the City Council:

- 1) Adopt Resolution No. 6466(21) (attached), which will:
 - a. Approve and authorize the addition of June 19, "Juneteenth," as a legal paid holiday for all City of Lompoc employees; and
 - b. Amend the Personnel Rules, Rule X, Section 9 to add June 19, "Juneteenth," to be observed as a legal holiday; or
- 2) Provide an alternate direction.

Background:

On June 17, 2021, President Joe Biden signed a bill establishing Juneteenth, the date commemorating the end of slavery in the United States, as a federal holiday. Juneteenth National Independence Day is the 12th legal public holiday and the first new one created since 1983.

June 19th has been celebrated in communities across the nation as "Juneteenth" and has also been designated "Freedom Day", "Jubilee Day", "Liberation Day", and "Emancipation Day". Juneteenth is a holiday that acknowledges the catastrophic legacy of slavery for generations of Black/African Americans and celebrates the emancipation of those who had been enslaved in the United States.

Today, Juneteenth commemorates African American freedom and emphasizes education and achievement; it is a time for reflection and rejoicing; it is a time for assessment, self-improvement, and planning for the future.

Discussion:

The City of Lompoc City Council directs staff to enter into meet and confer with the bargaining groups regarding the addition of the Juneteenth holiday.

Fiscal Impact:

The average unproductive cost to the City's General Fund for a single holiday is approximately \$51,744, with citywide cost being approximately \$92,400.

Conclusion:

To comply with the direction from the City Council, adoption of Resolution No. 6466(21), will formally authorize June 19, "Juneteenth," as a legal paid holiday for City of Lompoc employees.

Respectfully submitted,

Amabelle Apolinario, Principal Human Resources Analyst

APPROVED FOR SUBMITTAL TO THE CITY MANAGER:

Gabriel Garcia, Human Resources Manager

APPROVED FOR SUBMITTAL TO THE CITY COUNCIL:

Jim Throop, City Manager

Attachment: Resolution No. 6466(21)