



# *Memorandum*

**TO:** HONORABLE MAYOR AND  
CITY COUNCIL

**FROM:** Jennifer A. Maguire

**SUBJECT:** SEE BELOW

**DATE:** August 11, 2021

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**SUBJECT: RECOGNITION OF JUNETEENTH AS A CITY-OBSERVED HOLIDAY  
EFFECTIVE JUNE 19, 2022**

## **RECOMMENDATION**

Adopt a resolution recognizing Juneteenth as a City-observed holiday effective June 19, 2022.

## **OUTCOME**

Adoption of the resolution and authorization to approve the recognition of Juneteenth as a City-observed holiday will result in a 15<sup>th</sup> paid City holiday for eligible City employees, effective June 19, 2022.

## **BACKGROUND**

Juneteenth — also known as Freedom Day or Emancipation Day — has been a tradition in the Black/African American community throughout the United States for more than 150 years. It is the oldest known celebration of the ending of slavery and specifically celebrates June 19, 1865, when General Gordon Granger delivered the message in Galveston, Texas that enslaved people were free. This was more than two years after enslaved people were officially freed in the south by the Emancipation Proclamation on January 1, 1863.

June 17, 2021 is also a historic day, as on this day President Joseph R. Biden, Jr. signed the Juneteenth National Independence Day Act making Juneteenth (June 19<sup>th</sup>) a federal holiday.

## **ANALYSIS**

The City of San José currently observes 14 holidays, including all federally-observed holidays. City employees are provided with paid time off on these holidays, except for those employees who are in unbenefited classifications or employees that are in classifications that are eligible to receive Holiday-In-Lieu Pay. This is in addition to other paid time off that is provided to eligible City employees, such as personal leave and executive leave. While the addition of a City-observed holiday will impact some City services as some City facilities, such as City Hall, library branches and community centers, will be closed to the public on the observed holiday, it is not expected to disrupt any of the City's essential services, such as those provided by the Police Department, Fire Department, Airport, and the Environmental Services Department.

Honoring Juneteenth and recognizing it as a City-observed holiday will provide the City with an opportunity to reflect on the inequality and inhumanity of slavery. It will also allow for the opportunity to commemorate emancipation and celebrate the contributions that Black and African Americans make every day towards the betterment of our City. While there is still much more progress to be made, this is an important step towards recognizing structural and systemic racism and ensuring the City applies racial equity practices that ultimately improve outcomes for the Black/African American community.

## **CONCLUSION**

It is recommended that the Council adopt the Administration's recommendation outlined in this memorandum, which would result in recognizing Juneteenth as a paid City-observed holiday for eligible City employees effective June 19, 2022.

## **EVALUATION AND FOLLOW-UP**

No additional follow up action with the City Council is expected at this time.

## **CLIMATE SMART SAN JOSE**

The recommendation in this memo has no effect on Climate Smart San José energy, water, or mobility goals.

## **PUBLIC OUTREACH**

This memorandum will be posted on the City's website for the August 24, 2021, City Council Agenda.

HONORABLE MAYOR AND CITY COUNCIL

August 11, 2021

**Subject: Recognition of Juneteenth as a City-Observed Holiday Effective June 19, 2022**

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### **COORDINATION**

This memorandum was coordinated with the City Attorney's Office, the City Manager's Budget Office, the City Manager's Office of Racial Equity, and the City Manager's Office of Employee Relations.

### **COMMISSION RECOMMENDATION/INPUT**

This agreement was not coordinated with any board or commission.

### **COST IMPLICATIONS**

The increased cost of adding a 15<sup>th</sup> paid City-observed holiday is expected to be absorbed in each Department's existing budget and would be dependent on the loss of productivity from those employees who are eligible to observe the holiday. The increased cost related to those employees who will be required to work on the holiday is estimated to be approximately \$130,000.

### **CEQA**

Not a Project, File No. PP17-010, City Organizational and Administrative activities resulting in no changes to the physical environment.



JENNIFER A. MAGUIRE  
Acting City Manager

For questions, please contact Jennifer Schembri, Director of Employee Relations and Human Resources, at (408) 535-8150.