



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: PAR 21-005, **Version:** 1

Receive a preliminary analysis report in response to Board Referral Assignment No. 2021.11 - Juneteenth Holiday.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Receive a preliminary analysis report in response to Board Referral No. 2021.11 and direct that staff either:
 - 1) Proceed with completion of referral as outlined in preliminary report; or,
 - 2) Remove from consent and:
 - i. Proceed with completion of referral based on modifications by the Board; or
 - ii. Return to Board with a more comprehensive analysis of referral and anticipated effort for completion; or
 - iii. Rescind referral
- b. Provide further direction, as appropriate.

PRELIMINARY ANALYSIS:

Referral Summary: Referral No. 2021.11 was issued by the Board of Supervisors on July 13, 2021. The referral seeks to consider establishing Juneteenth as an official County holiday.

Proposed Project Description and Background: On June 17, 2021, President Joe Biden signed the Juneteenth National Independence Day Act into law which established June 19th, also known as Juneteenth, as a federal holiday. Juneteenth commemorates the anniversary of June 19, 1865, which marked the end of slavery in the United States with the emancipation of slavery in Texas, the last state of the Confederacy with institutional slavery, two and a half years following the Emancipation Proclamation issued by President Abraham Lincoln on January 1, 1863. Since then, Juneteenth has become historically celebrated annually as a joyous symbolic commemoration of African American freedom. Staff proposes to discuss with recognized bargaining units and potentially add Juneteenth to the list of County recognized holidays as the method to complete this referral.

Estimated Project Cost: The estimated value associated with the observance of the Juneteenth holiday is approximately \$2,325,978 million County-wide. Departments will need to absorb any costs associated with the observance of this holiday in their existing department budgets.

Staffing Level Estimate: Because of discussions with labor unions, completion of this referral will involve work by three staff members.

Departmental Challenges: During the 2021 labor negotiations, several labor groups have submitted proposals requesting Juneteenth be recognized as a County holiday. Currently, the Human Resources Department is

continuing to engage in negotiations with labor groups and will continue to present proposals to the Board as they are received.

Proposed Response Date: Staff proposes a progress report be given to the Board in December 2021 or sooner, depending on the completion of contract negotiations. Depending on the outcome of negotiations and any Board direction, at that time, the Human Resources Department will bring forward a Board Report to amend Personnel Policies and Practices Resolution No. 98-394, Section A.24.1 Holidays Listed to adopt June 19th, also known as Juneteenth, as an official County-observed holiday every year.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The recommended action addresses the Board of Supervisors' Administration Strategic Initiative by honoring the County's continued commitment to diversity and inclusion.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

Prepared by: Magy Kelada, Administrative Secretary-Confidential, x5202

Approved by: Irma Ramirez-Bough, Director of Human Resources, x5043

Attachment:

Board Referral No. 2021.11