



## AGENDA MEMORANDUM

<b>FROM:</b>	Colleen Scott, Management & Budget Director
<b>SUBJECT:</b>	Juneteenth Holiday Discussion
<b>AGENDA DATE:</b>	<b>October 18, 2022</b>

### **BRIEF OVERVIEW:**

Juneteenth is a federal holiday in the United States commemorating the emancipation of enslaved African Americans. Juneteenth marks the anniversary of the announcement of General Order No. 3 by Union Army General Gordon Granger on June 19, 1865, proclaiming freedom for slaves in Texas. The Board directed Staff to provide information regarding consideration of Juneteenth as a County holiday. Current holidays for fiscal year 2022/2023 are:

Employees with 8-Hour/5-Day work week  
 Employees with 10-Hour/4-Day work week

New Year's Day New Year's Day  
 Martin Luther King, Jr. Day Martin Luther King, Jr. Day  
 Good Friday Memorial Day  
 Memorial Day Independency Day  
 Independence Day Labor Day  
 Labor Day Veteran's Day  
 Veteran's Day Thanksgiving Day  
 Thanksgiving Day Christmas Day  
 Day after Thanksgiving Personal Holiday  
 Day before Christmas  
 Christmas Day

The Board may choose to replace a current holiday with Juneteenth or opt for an additional holiday. The estimated hard cost for the Sheriff, Fire and EMS, as these must be staffed, is \$115,534. It is assumed all other staff functions can be performed within the remaining work hours, however, the total financial impact is below:

Sheriff's Office  
 \$61,641

Fire/EMS

53,893

BOCC  
121,550

Tax Collector  
10,274

Clerk's Office  
24,668

Property Appraiser  
11,116

Elections  
3,370

\$286,512

If the Board chooses to add Juneteenth to the list of observed holidays, Article 22, Section 1 of the Collective Bargaining Agreement with Teamsters will need to be amended to ninety-six (96) hours of paid holidays.

If the Board chooses to replace an existing holiday with Juneteenth, there will be no impact to the Collective Bargaining Agreements. If this option is selected, which holiday will be removed?

**STRATEGIC PLANNING ELEMENT:**

**BUDGET IMPACT/FUNDING SOURCE:**

Account No.	Account Title	Current Budget	YTD Expenditures	Encumbrances	Available Balance

**RECOMMENDED ACTION:**

Discussion and direction concerning Juneteenth Holiday.

**ATTACHMENTS:**

None