

CITY OF UNALASKA
UNALASKA, ALASKA

ORDINANCE 2021-18

AN ORDINANCE OF THE UNALASKA CITY COUNCIL AMENDING UCO §3.44.060 "RECOGNIZED CITY HOLIDAYS" TO ADD JUNETEENTH NATIONAL INDEPENDENCE DAY AS AN ANNUAL FLOATING CITY HOLIDAY BEGINNING CALENDAR YEAR 2022 AND TO MAKE MINOR DESCRIPTIVE EDITS

BE IT ENACTED BY THE CITY COUNCIL OF THE CITY OF UNALASKA, as follows:

Section 1: Classification. This Ordinance is a Code Ordinance.

Section 2: Amendment of Section 3.44.060 Recognized City Holidays. Section 3.44.060 of the Unalaska Code of Ordinances is hereby amended to read as follows (new language is underlined; and language to be deleted is ~~overstruck~~):

§ 3.44.060 RECOGNIZED CITY HOLIDAYS.

(A) The following days shall be recognized as holidays with pay for all employees in regular full-time and regular part-time positions who are in pay status the day before and the day following such days:

New Year's Day - January 1

Martin Luther King's Birthday - Third Monday in January

President's Day - Third Monday in February

Memorial Day - Last Monday in May

Independence Day - July 4

Labor Day - First Monday in September

Veteran's Day - November 11

Thanksgiving Day - Fourth Thursday in November

Christmas Day - December 25

(B) Each regular full-time and regular part-time employee is entitled to up to ~~three~~ four floating holidays. An employee will be entitled to a floating holiday if the employee is in a regular full-time or regular part-time position in pay status the day before and the day following Lincoln's Birthday (2/12), Seward's Day (last Monday in March), Juneteenth National Independence Day (6/19), or Alaska Day (10/18). Floating holidays may be used only on or after the holiday itself, and upon approval of the Department Director. Floating holidays do not accrue past December 31 of the year in which they occur. Hours not used by this date will be cashed out to the employee in the pay period ending December 31. This cash out will be based on the employee's rate of pay on December 31 and will not be counted as one of the employee's Personal Leave cash outs. Employees must be employed with the City on December 31 to receive the cash out for unused floating holiday hours. Unused hours are eligible for cash out at the time of employment separation if the holiday

itself has passed.

Section 3: Effective Date. This ordinance is effective upon passage.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on December 14, 2021.

Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:

Marjie Veeder, CMC
City Clerk

MEMORANDUM TO COUNCIL

To: Mayor and City Council Members
From: J. R. Pearson, Assistant City Manager
Through: Erin Reinders, City Manager
Date: November 9, 2021
Re: Ordinance 2021-18: Amending UCO § 3.44.060 RECOGNIZED CITY HOLIDAYS to add Juneteenth National Independence Day as an annual floating City holiday beginning Calendar Year 2022 and to make minor descriptive edits

SUMMARY: On June 17, 2021, President Biden signed the Juneteenth National Independence Day Act into law. Following that, on June 22, 2021, City Council approved Resolution 2021-49 to recognize this as annual holiday for the City of Unalaska, and award employees a floating holiday for calendar year 2021. This ordinance formally amends UCO § 3.44.060 to add Juneteenth National Independence Day as an annual floating City holiday. A few minor descriptive edits were included for consistency. Staff recommends approval.

PREVIOUS COUNCIL ACTION: On June 22, 2021, City Council approved Resolution 2021-49 unanimously to recognize this new holiday and provide a floating holiday for city employees to honor Juneteenth in 2021.

BACKGROUND: On June 17, 2021, President Biden signed the Juneteenth National Independence Day Act into law, recognizing the historical significance of the Juneteenth National Independence Day to the United States and that (1) history should be regarded as a means for understanding the past and solving the challenges of the future; and (2) the celebration of the end of slavery is an important and enriching part of the history and heritage of the United States.

There is a common misconception among Americans that Abraham Lincoln freed all the slaves when he signed the Emancipation Proclamation. Although the Emancipation Proclamation went into effect on January 1, 1863, it was two and a half years later, on June 19, 1865, when Union soldiers arrived in Galveston, Texas. It was then when they announced the end of the Civil War, and read aloud a general order freeing the quarter-million slaves residing in the state. It is likely that none of them had any idea that they had actually been freed more than two years before. It was truly a day of mass emancipation. This day has become known as Juneteenth.

DISCUSSION: The City of Unalaska recognizes nearly all Federal holidays with the exception of Columbus Day. Three additional holidays: Lincoln's Birthday, Seward's Day, and Alaska Day are recognized as floating holidays for City employees.

On June 22, 2021, City Council approved Resolution 2021-49 to recognize this as an annual holiday for the City of Unalaska, and grant employees a floating holiday for calendar year 2021. Ordinance 2021-18 is the next step in formalizing this recognition.

Adoption of this ordinance will amend UCO § 3.44.060 to recognize Juneteenth as an annual floating City holiday beginning calendar year 2022. Following approval of this ordinance, staff would also seek to amend CBAs to include this holiday beginning calendar year 2022.

ALTERNATIVES: Council may choose not to adopt Ordinance 2021-18.

FINANCIAL IMPLICATIONS: If this ordinance is adopted, this new holiday will need to be considered in personnel budgets.

LEGAL: Not needed at this time.

STAFF RECOMMENDATION: Staff recommends adopting Ordinance 2021-18.

PROPOSED MOTION: I move to schedule Ordinance 2021-18 for public hearing and second reading on December 14, 2021.

CITY MANAGER'S COMMENTS: I support staff's recommendation.

ATTACHMENTS:

- Resolution 2021-49

CITY OF UNALASKA
UNALASKA, ALASKA

RESOLUTION 2021-49

A RESOLUTION OF THE UNALASKA CITY COUNCIL RECOGNIZING JUNETEENTH NATIONAL INDEPENDENCE DAY AS A CITY HOLIDAY AND GRANTING REGULAR FULL TIME AND PART TIME CITY EMPLOYEES AN ADDITIONAL PAID FLOATING HOLIDAY IN 2021

WHEREAS, Juneteenth commemorates June 19, 1865, when enslaved people in Galveston, Texas first learned about the Emancipation Proclamation formally freeing all enslaved individuals two and a half years earlier; and

WHEREAS, Juneteenth is a day to celebrate freedom and renew our efforts for a better future; and

WHEREAS, on June 17, 2021, President Biden signed the Juneteenth National Independence Day Act into law, recognizing the historical significance of the Juneteenth National Independence Day to the United States and that (1) history should be regarded as a means for understanding the past and solving the challenges of the future; and (2) the celebration of the end of slavery is an important and enriching part of the history and heritage of the United States; and

WHEREAS, the City Council is recommending that Juneteenth National Independence Day be a recognized as an annual holiday by the City of Unalaska.

NOW THEREFORE BE IT RESOLVED that the Unalaska City Council recognizes Juneteenth National Independence Day as a holiday and grants regular full-time and part-time employees an additional paid floating holiday in calendar year 2021, effective upon adoption of this resolution.

PASSED AND ADOPTED by a duly constituted quorum of the Unalaska City Council on June 22, 2021.


Vincent M. Tutiakoff, Sr.
Mayor

ATTEST:


Marjie Veeder, CMC
City Clerk

