



REPORT to the MAYOR and MEMBERS of the CITY COUNCIL
From the CITY MANAGER

DATE: October 12, 2021

SUBJECT: Resolution Approving the Establishment of Juneteenth National Independence Day ("Juneteenth"), a Federal Holiday, as an Officially Observed Holiday of the City of La Mesa

ISSUING DEPARTMENT: City Manager/Human Resources

SUMMARY:

Issues:

1. Should the City Council adopt the attached resolution approving the establishment of Juneteenth, a federal holiday, as an officially observed holiday of the City of La Mesa?
2. Should the City Council authorize the addition of applicable holiday leave hours into employees' holiday leave banks for those employees who were actively employed as of June 19, 2021 (newly hired employees who came aboard after June 19, 2021 will not receive the holiday hours for 2021, but will be eligible for holiday time off in 2022 if actively employed on June 19, 2022), since June 19th has already passed for the 2021 calendar year?
3. Should the City Council authorize that Juneteenth be a closed City holiday every June 19th for the City of La Mesa (similar to Thanksgiving or Christmas) beginning in calendar year 2022?

Recommendation:

That the City Council adopt the following resolution:

1. Approving the establishment of Juneteenth, a federal holiday, as an officially observed holiday of the City of La Mesa
2. Authorizing the addition of applicable holiday leave hours into employees'

holiday leave banks for those employees who were actively employed as of June 19, 2021 (newly hired employees who came aboard after June 19, 2021 will not receive the holiday hours for 2021, but will be eligible for holiday time off in 2022 if actively employed on June 19, 2022), since June 19th has already passed for the 2021 calendar year.

3. Authorizing that Juneteenth be a closed City holiday every June 19th for the City of La Mesa (similar to Thanksgiving or Christmas) beginning in calendar year 2022.

Fiscal Impact: None

BACKGROUND:

Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States.

On June 19, 1865, Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas with word that the Civil War had ended and that those enslaved were now free, even though President Abraham Lincoln had issued the Emancipation Proclamation more than two years earlier.

The celebration of June 19th was coined “Juneteenth” (a combination of June and Nineteenth), and what began as a celebration for former slaves and their descendants in Texas, has become a national day of pride with celebrations in communities throughout the country. Today, Juneteenth celebrates African American freedom, cultural contributions and achievement, while encouraging continuous self-development and respect for all cultures.

DISCUSSION:

Following discussion among the City Council at the July 27, 2021 City Council meeting, staff was directed to begin implementing the process to establish Juneteenth as a City holiday, to include bringing back at a future Council meeting for consideration, a resolution to formally recognize Juneteenth as a City holiday.

La Mesa Municipal Code section 12.04.090 – Holidays, states, “...holidays are as designated by the Government Code, Sections 6700 and 6701.” California Government Code Section 6700 lists 15 specific holidays as well as “Every day appointed by the President or Governor for a public fast, thanksgiving, or holiday.”

The Memorandum of Understanding (MOU) for the La Mesa City Employees' Association states that "any other day proclaimed by the La Mesa City Council as a public holiday" is to be included as a holiday with pay. The MOUs for both Heartland Firefighters of La Mesa Local #4759 and the La Mesa Police Officers' Association respectively state for "any other day proclaimed by the La Mesa City Council as a public holiday," twelve (12) hours shall be added to employees' accumulated holiday time.

As such, establishing Juneteenth as a paid holiday by the City Council for the three labor groups triggered the meet and confer process. The City is compliant with meet and confer requirements for all three labor groups with approval to proceed; there were no alternative proposals put forth by any labor group.

If approved by the City Council, side letters to implement the Juneteenth holiday will be written to accompany each MOU for Council approval at a future City Council meeting. The side letters will include language that the Juneteenth holiday will be established pursuant to the MOU stipulations for holiday compensation and subject to La Mesa Municipal Code section 12.04.090 as designated by California Government Code 6700 and 6701.

Since management employees and confidential employees are not represented by a labor group, staff requests that these employees also receive the benefit of the establishment of the Juneteenth holiday.

A Juneteenth proclamation will be placed on the Council agenda prior to the holiday next year.

CONCLUSION:

That the City Council adopt the attached resolution:

1. Approving the establishment of Juneteenth, a federal holiday, as an officially observed holiday of the City of La Mesa.
2. Authorizing the addition of applicable holiday leave hours into employees' holiday leave banks for those employees who were actively employed as of June 19, 2021 (newly hired employees who came aboard after June 19, 2021 will not receive the holiday hours for 2021, but will be eligible for holiday time off in 2022 if actively employed on June 19th, 2022), since June 19th has already passed for the 2021 calendar year.

3. Authorizing that Juneteenth be a closed City holiday every June 19th for the City of La Mesa (similar to Thanksgiving or Christmas) beginning in calendar year 2022.

Reviewed by:



Greg Humora
City Manager

Respectfully submitted by:



Rida Freeman
Director of Administrative Services

Attachment: Resolution

RESOLUTION NO. 2021-_____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LA MESA
ESTABLISHING JUNETEENTH NATIONAL INDEPENDENCE DAY
("JUNETEENTH"), A FEDERAL HOLIDAY, TO BE AN OFFICIALLY OBSERVED
HOLIDAY OF THE CITY OF LA MESA

BE IT AND IT IS HEREBY RESOLVED by the City Council of the City of La Mesa, California, as follows:

1. That on June 17, 2021, President Biden signed the Juneteenth National Independence Day Act legislation to establish Juneteenth (June 19th) as a federal holiday.

2. That more than 2 years after Abraham Lincoln issued the Emancipation Proclamation, Union General Gordon Granger and his troops landed at Galveston, Texas on June 19, 1865 with news that the Civil War and slavery had ended.

3. That June 19th was coined "Juneteenth", and became a time of unity and celebration for African Americans, and recognizes the courageous struggles in their fight for equality.

4. That the Juneteenth celebration provides an opportunity for all people to unite, celebrate diversity and pursue freedom.

5. That the Juneteenth will be a public holiday observed at the City of La Mesa, annually on June 19th. Offices and facilities will close beginning in calendar year 2022, and paid time off will be granted to employees for the current year 2021 in accordance with current employee agreements, as well as unrepresented management and confidential employees.

6. A Juneteenth proclamation will be placed on the Council agenda prior to the holiday each year.

PASSED AND ADOPTED at a Regular meeting of the City Council of the City of La Mesa, California, held the 12th day of October 2021, by the following vote, to wit:

AYES:

NOES:

ABSENT:

CERTIFICATE OF CITY CLERK

I, MEGAN WEIGELMAN, City Clerk of the City of La Mesa, California, do hereby certify the foregoing to be a true and exact copy of Resolution No. 2021-__, duly passed and adopted by the City Council of said City on the date and by the vote therein recited.

(SEAL OF CITY)

MEGAN WIEGELMAN, City Clerk

ATTACHMENT A