

SUMMARY and FISCAL NOTE*

Department:	Dept. Contact/Phone:	CBO Contact/Phone:
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** Note that the Summary and Fiscal Note describes the version of the bill or resolution as introduced; final legislation including amendments may not be fully described.*

1. BILL SUMMARY

Legislation Title: AN ORDINANCE relating to City employment; establishing Juneteenth as a legal holiday for certain City employees and a legal parking holiday; amending other provisions to implement Juneteenth as a legal holiday, conform with state law, and make technical corrections; and amending Sections 4.20.190 and 11.14.277 of the Seattle Municipal Code.

Summary and background of the Legislation: This legislation would establish Juneteenth as (a) a legal holiday for certain City employees and (b) a parking holiday.

On January 1, 1863, the Emancipation Proclamation legally ended slavery in the Confederate states, but the low presence of Union troops and refusal of white slaveowners to comply with the proclamation prolonged slavery in Texas.

Juneteenth marks the day on June 19, 1865, two and one-half years after the Emancipation Proclamation and over a month after the end of the Civil War, when a Union general arrived in Galveston, TX and issued General Order No. 3 securing the Union Army’s authority over Texas and informing enslaved persons in the state that they were free by executive decree.

Since that day, June 19 has been celebrated in communities across the nation as Juneteenth (short for June nineteenth) and is also known as Freedom Day, Jubilee Day, Liberation Day, Emancipation Day, and Black Independence Day. Juneteenth is the oldest national celebration of the emancipation of those who had been enslaved in the United States.

In 2021, Juneteenth became a legal holiday for federal employees. In Washington, Juneteenth has been a day of remembrance since 2007 and will become a legal holiday for state employees beginning in 2022. King County and Bremerton have also passed legislation establishing Juneteenth as a legal holiday beginning in 2022. In Seattle, the Mayor and Council have issued several proclamations recognizing the historical significance of Juneteenth.

Under the proposed legislation, Juneteenth would become one of 11 legal holidays for certain City employees.¹ The legislation would not apply to uniformed police and fire employees because their holidays are established by collective bargaining agreement. Represented employees would observe the holiday subject to their union’s agreement.

¹ Under SMC 4.20.190, the City’s current holidays include (1) New Year’s Day, (2) Martin Luther King Jr’s. Birthday, (3) Presidents’ Day, (4) Memorial Day, (5) Independence Day, (6) Labor Day, (7) Veterans’ Day, (8) Thanksgiving Day, (9) The day immediately following Thanksgiving Day, and (10) Christmas Day.

Juneteenth would also become one of 10 parking holidays. As a parking holiday, the City would not collect parking revenue from pay stations or enforce parking restrictions on Juneteenth. The only legal holiday for City employees that is not a parking holiday is the Friday after Thanksgiving. In 2006, Ordinance 122243 excluded the Friday after Thanksgiving to support the retail community by encouraging efficient parking management (*i.e.*, turnover of parking spaces) for businesses and their customers on one of the busiest shopping days of the year.

2. CAPITAL IMPROVEMENT PROGRAM

Does this legislation create, fund, or amend a CIP Project? ___ Yes x No

3. SUMMARY OF FINANCIAL IMPLICATIONS

Does this legislation amend the Adopted Budget? ___ Yes x No

Does the legislation have other financial impacts to the City of Seattle that are not reflected in the above, including direct or indirect, short-term or long-term costs?

This legislation would result in direct and indirect costs for the City. Direct costs would include additional pay for minimum staffing requirements (*e.g.*, holiday pay for employees who work on the holiday) and a loss of parking revenue for the parking holiday. Indirect costs would include loss of productivity (*e.g.*, closure of community service centers on the holiday).

Is there financial cost or other impacts of *not* implementing the legislation?

If this legislation is not implemented, the City would not have an on-going method for recognizing Juneteenth for City employees and the community. The Mayoral and Council proclamations recognizing Juneteenth only apply to the specific dates of those proclamations. Washington state, King County, and Bremerton have passed legislation establishing Juneteenth as an annual legal holiday.

4. OTHER IMPLICATIONS

a. Does this legislation affect any departments besides the originating department?

The direct and indirect costs of implementing this legislation would impact other City departments. The direct costs would primarily involve departments with minimum staffing requirements. The indirect costs would include loss of productivity.

b. Is a public hearing required for this legislation?

No.

c. Is publication of notice with *The Daily Journal of Commerce* and/or *The Seattle Times* required for this legislation?

No.

d. Does this legislation affect a piece of property?

No.

e. Please describe any perceived implication for the principles of the Race and Social Justice Initiative. Does this legislation impact vulnerable or historically disadvantaged communities? What is the Language Access plan for any communications to the public?

While over 155 years have passed since chattel slavery was officially ended in the United States, slavery has left a catastrophic and unrelenting legacy of trauma for generations of Black Americans and the nation continues to struggle with dismantling discriminatory systems and structural racism. The United States government also has yet to meaningfully engage in material and historical reparations to the American Descendants of Slavery. Establishing Juneteenth as a legal holiday and parking holiday would bring awareness and consciousness to a crucial day in history and is a distinct step toward achieving racial equity, working toward an antiracist future, and ending the historical and continued harms of slavery.

f. Climate Change Implications

1. Emissions: Is this legislation likely to increase or decrease carbon emissions in a material way?

No.

2. Resiliency: Will the action(s) proposed by this legislation increase or decrease Seattle's resiliency (or ability to adapt) to climate change in a material way? If so, explain. If it is likely to decrease resiliency in a material way, describe what will or could be done to mitigate the effects.

No.

g. If this legislation includes a new initiative or a major programmatic expansion: What are the specific long-term and measurable goal(s) of the program? How will this legislation help achieve the program's desired goal(s).

N/A.

List attachments/exhibits below:

None.