

RESOLUTION NO. 1847

A RESOLUTION OF THE CITY COUNCIL OF LAKE FOREST PARK DECLARING JUNETEENTH, JUNE 19TH, A CITY HOLIDAY IN REMEMBRANCE OF THE DAY AFRICAN AMERICAN SLAVES LEARNED OF THEIR FREEDOM

WHEREAS, on June 19, 1865, two and one-half years after President Lincoln signed the Emancipation Proclamation and two months after the end of the Civil War, news finally reached Galveston, Texas, that the Civil War had ended and that all enslaved persons were now released from the bondage of slavery; and

WHEREAS, slavery has left a catastrophic and unrelenting legacy of trauma for generations of Black/African Americans; costing Black/African Americans life, liberty, and prosperity; and

WHEREAS, the City Council and Mayor of Lake Forest Park declare that the end of this atrocity should be acknowledged and celebrated by the City of Lake Forest Park as Juneteenth, and encourage that June 19th be a day to revisit solidarity and commitment to antiracism; and

WHEREAS, the City Council finds that in celebration of Juneteenth, June 19th will be recognized as a City holiday, the City will be closed, and employees will receive their regular earnings for the day.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of Lake Forest Park, as follows:

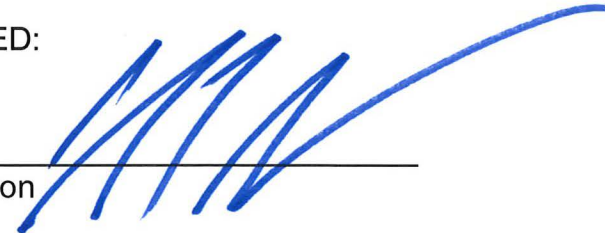
Section 1. AMENDING EMPLOYEE HANDBOOK. In recognition of Juneteenth as an additional City holiday, the attached Exhibit A amends the City of Lake Forest Park Employee Handbook, Policy and Procedures Manual version 1.5.

Section 2. CORRECTIONS. The City Clerk is authorized to make necessary corrections to this resolution including, but not limited to, the correction of scrivener's/clerical errors, references, ordinance numbering, section/subsection numbers and any references thereto

PASSED BY A MAJORITY VOTE of the members of the Lake Forest Park City Council this 9th day of June, 2022.

APPROVED:

Jeff Johnson
Mayor



ATTEST/AUTHENTICATED:



Matt McLean
City Clerk

FILED WITH THE CITY CLERK: June 3, 2022
PASSED BY THE CITY COUNCIL:
RESOLUTION NO.: 1847

Policy Statement:

The City recognizes certain days in the year as holidays. On these days, the City is closed and employees receive their regular earnings for the day.

Exhibit A to Resolution 1847

Policy:

The City recognizes the following holidays:

New Year's Day	January 1
Martin Luther King, Jr.	Third Monday in January
Presidents' Day	Third Monday in February
Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19</u>
Independence Day	July 4
Labor Day	First Monday in September
Veterans' Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday following Thanksgiving Holiday
Christmas Day	December 25

The City also provides two floating holidays per calendar year. The floating holiday or "personal" holiday can be used to celebrate holidays that the City does not recognize or for any other personal reason. Floating holidays do not carry over from year to year and will be forfeited if not used during the calendar year. Unused floating holiday hours are not paid to an employee when employment terminates.

Nonexempt employees that are required to work on the holiday will receive holiday pay, plus the hours worked at a rate of one- and one-half times their normal hourly wage.

Exempt employees that are required to work on the holiday will receive holiday pay, plus time off at another time equal to one- and one-half hours the number of hours worked on the holiday.

Employees who work less than 40 hours a week but are otherwise eligible for benefits, or employees who are not typically scheduled to work on a day that the City holiday is recognized will receive the holiday at a later date. The employee's supervisor or manager must approve requests for the holiday in advance.

Holiday pay is equal to the number of standard hours an employee works, not to exceed 8 hours. Employees working a compressed workweek may be required to make up hours or take vacation or compensatory for a full workday or workweek.

Temporary, seasonal and part-time employees that are not otherwise benefit eligible are not eligible for paid holidays.

Any holiday falling on a Saturday will be recognized the previous Friday. A holiday falling on a Sunday will be recognized on the following Monday.

In order to receive holiday pay, the holiday cannot be the employee's first or last day of work. An employee will not be entitled to holiday pay while on an unpaid leave of absence.

Employees who, due to religious, personal, or political beliefs, recognize holidays that the City does not, can request to use their floating holiday, vacation or compensatory time. If the employee does not have leave available, they may take the time away without pay with prior approval from their supervisor.