

Juneteenth Holiday

City Council Work Session
July 11, 2022



Diversity, Equity & Inclusion





Juneteenth

What is it?

Juneteenth is an annual celebration commemorating the **freedom of all enslaved people** in the United States of America. On June 19th, 1865, two and a half years after the Emancipation Proclamation, Union soldiers went to Galveston, Texas to enforce the freeing of all remaining slaves.

How Do We Celebrate Juneteenth in Chandler?

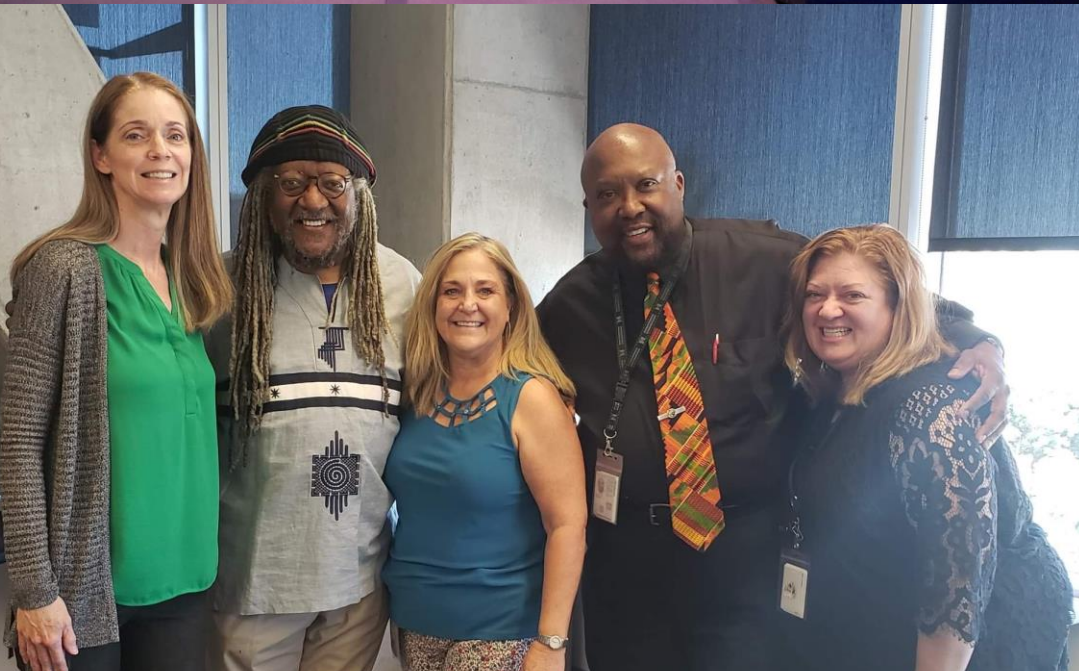
South Chandler Self-Help has organized Black History Month and Juneteenth events in Chandler since the 1980's.



Expanded Events in 2020 & 2021

- Chandler4Change
 - Caravan during COVID-19
 - Festival at Folley Park in 2021
- City facilitated Culture Music in the Park event in AJ Chandler Park





Juneteenth 2022 Activities

- Mayor & City Council proclaimed the celebration of Juneteenth in Chandler at the June 6 City Council meeting
- Multiple partners collaborated to coordinate four days of celebration from June 16-19, 2022
- City employees provided opportunity to attend informational session regarding the history of Juneteenth

Juneteenth as a Federal Holiday

On June 17, 2021, President Biden signed a bill making Juneteenth the eleventh American federal holiday.

The Federal government's authority to declare holidays extends only to federal employees and institutions under federal control. Other institutions may, but are not required to, observe federal holidays. The Chandler City Council retains the authority to determine observed holidays for the City of Chandler.





Current City of Chandler Holidays

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day
- Personal Holiday

Current Valley Municipalities Observing Juneteenth as a City Holiday

- Avondale
- Buckeye*
- Glendale
- Goodyear
- Phoenix
- Scottsdale
- Surprise
- Tempe



Implementation Considerations

- Changes to the City holiday schedule require a personnel rule change, approved by City Council resolution
- Can be added to Memorandums of Understanding (MOU's) for labor associations outside of meet and confer cycle
- Estimated financial impact of adding Juneteenth holiday is \$222,000



Options to Consider

1. Keep existing City holiday schedule (no change)
2. Designate Juneteenth as a City of Chandler holiday beginning in 2023
3. Add another personal holiday for employees to use at their discretion



Next Steps

- If directed by City Council to proceed with adding a new City holiday, resolution amending personnel rule would appear on August 18, 2022, regular meeting agenda
- Direction to City Manager on operational expectations for Juneteenth 2023 (e.g. recreation centers, aquatic facilities, libraries, etc.).
- Cost of new holiday in FY 22-23 would be absorbed through salary savings or other operational efficiencies, and would be budgeted in future fiscal years.