Agenda Item #: 3R-1

PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

Meeting Date:	August 17, 2021	[X] Consent	[]	Regular Public Hearing
Department:	Human Resources	[] Ordinance	LJ	rublic Healing
Submitted By:	County Administration			

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to approve: The addition of "Juneteenth", a federal holiday, to the list of recognized holidays formally observed by the Board as a paid holiday for County employees.

Summary: On June 17, 2021, President Joe Biden signed legislation establishing Juneteenth as a federal holiday following the passage of a bipartisan Congressional bill. Juneteenth, which falls on June 19, marks the date General Gordon Granger delivered General Order No. 3 in Galveston, Texas, officially ending slavery in that state, two and a half years after President Abraham Lincoln's Emancipation Proclamation. This day, which is also called Freedom Day or Emancipation Day, is the oldest known celebration commemorating the end of slavery in the United States. In addition to the formal recognition of Juneteenth as a federal holiday, 49 states and the District of Columbia have passed legislation recognizing it as a holiday or observance. Florida passed Section 683.21 (1991), F.S., which officially commemorates the traditional observance of Juneteenth. Recently, Governor Ron DeSantis issued a proclamation commemorating the observance of Juneteenth, but has not yet authorized the holiday as a paid holiday for state employees. The addition of Juneteenth to the Palm Beach County Board of County Commissioners' list of recognized holidays is consistent with the Board's longestablished holiday schedule, which follows and observes the federal schedule of recognized holidays. The cost of adding Juneteenth to the list of recognized paid holidays has been analyzed by the Office of Financial Management and Budget and the payroll section of the Clerk and Comptroller's Office, and determined to be nominal as a percentage of payroll, not expected to exceed \$65,000, or less than 1% of one annual biweekly payroll period that currently averages \$18M. Countywide (DO)

Background and Justification: Merit Rule No. 9, specifically 9.04 (A) "Recognized Holidays", currently authorizes The County's paid holiday list. The Palm Beach County Merit System Rules is incorporated into the Palm Beach County Administrative Code by reference. The last revision thereto was on February 6, 2007. This proposed addition is in reference only to Merit Rule No. 9.04(A) "Recognized Holidays." The addition of the new holiday, if approved, will be impact-bargained with the County's collective bargaining units as required by contract. The Merit System Rules are currently under revision and will be presented to the Board in their entirety at a regular meeting in the future with the inclusion of Juneteenth holiday.

Attachments: None

Approved By:

Approved By:

Assistant County Administrator

By 1/202

Assistant County Administrator

Assistant County Administrator

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years			
Capital			
Expenditures	,		
Operating Costs			
External			
Revenues			
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Fund Agenc		zation Ob	ject			
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B. Recommended	Sources of Fu	nds/Summary	of Fiscal Impac	t:		
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C. Departmental Fiscal Review:						
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	III. KE VI	EV COMMENTS.	
A. OFM	IB Fiscal and/or Contract Dev	v. and Control Comments:	
B. Lega	Mart 8/3/21 OFMBOA 8-3-21 ASufficiency	Contract Dev. & Control	8/10/2

C. Other Department Review

Department Director