



Midpeninsula Regional  
Open Space District

R-22-65  
Meeting 22-13  
May 25, 2022

## AGENDA ITEM 10

### AGENDA ITEM

Adopt a Resolution Designating June 19, or Juneteenth, as a paid holiday for all Midpeninsula Regional Open Space District Staff

### GENERAL MANAGER'S RECOMMENDATION(S) *dlw*

Adopt a resolution to designate June 19 as a paid holiday for Midpeninsula Regional Open Space District staff.

### SUMMARY

The recommended action is to approve June 19, which is now recognized as a federal holiday, as a paid holiday for Midpeninsula Regional Open Space District employees.

### DISCUSSION

President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863, declaring that “all persons held as slaves... are and henceforward shall be free”. Juneteenth (short for “June Nineteenth”) marks the day when federal troops arrived in Galveston, Texas in 1865 to ensure that all enslaved people be freed. The troops came a full two years after the signing of the Emancipation Proclamation. Juneteenth honors the end of slavery in the United States and is considered the longest-running Black American holiday. On June 18, 2021, President Joe Biden proclaimed Juneteenth as a Day of Observance. “I call upon the people of the United States to acknowledge and celebrate the end of the Civil War and the emancipation of Black Americans and commit together to eradicate systemic racism that still undermines our founding ideals and collective prosperity.”

In March of 2016 the Board of Directors adopted policy 6.08 “Equality, Diversity and Inclusion”. The policy affirms the “District is committed to supporting equality, diversity, and inclusion of all facets of society, the principles of which include fairness of treatment, recognition of rights, acceptance of responsibilities, commitment to quality and dedication to expanding opportunities for all.”

Acknowledgement of Juneteenth is in alignment with District policy and commitment to uphold the values and ideals of diversity, equity and inclusion. The Juneteenth holiday is a touchstone of commorancy to the past, acknowledgement of present efforts, and celebration of a future that promises liberty and justice for all people.

The District’s Personnel Policy and Procedures Manual (PP&PM), Section 7.1 currently specifies 11 District holidays for Administrative Office staff, Area Superintendents and Area

Managers. Section 7.2 specifies 11.5 District holidays for Supervising Rangers and Maintenance Supervisors. Additionally, the 2021 Memorandum of Understanding with the Field Employees Association, Section 11.1, specifies 11.5 paid holidays for employees within that bargaining unit.

The designation of an additional District holiday is not itself a mandatory subject of bargaining, and the General Manager will provide a courtesy notice to the labor organization(s) of any action taken by the Board and offer the opportunity to discuss any perceived impacts.

Additionally, the Juneteenth holiday will be observed according to the PPP&M, Section 7.1 (D) which states: “if a paid holiday falls on Saturday, the holiday shall be observed on the proceeding Friday. If a paid holiday falls on a Sunday, the holiday shall be observed on the following Monday.”

### **FISCAL IMPACT**

The increased cost to the District is estimated at approximately \$16,000. The increase is comprised of the costs for holiday pay rates and holiday bank for those staff who work the holiday (primarily District rangers). Sufficient funds exist within the FY22 budget to absorb this increase in personnel expenditures.

### **BOARD AND COMMITTEE REVIEW**

This item was not reviewed by a Committee.

### **PUBLIC NOTICE**

Public notice was provided as required by the Brown Act.

### **CEQA COMPLIANCE**

This item is not a project subject to the California Environmental Quality Act.

### **NEXT STEPS**

If approved by the Board, Juneteenth will be designated as a paid holiday for District staff.

Attachment(s)

1. Resolution Designating Juneteenth as a paid holiday for Midpeninsula Regional Open Space District staff.

Responsible Department Head:

Stefan Jaskulak, Chief Financial Officer / Director of Administrative Services

Prepared by / Contact person:

Candice Basnight, Human Resources Manager

**RESOLUTION NO. 22-XX**

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE  
MIDPENINSULA REGIONAL OPEN SPACE DISTRICT DESIGNATING  
JUNETEENTH, JUNE 19, AS A PAID HOLIDAY FOR DISTRICT STAFF**

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**WHEREAS**, on January 1, 1863, President Abraham Lincoln issues the Emancipation Proclamation declaring that all slaves were free and officially ended slavery; and

**WHEREAS**, on June 19, 1865, two years after the signing of the Emancipation Proclamation, federal troops arrived in Galveston, Texas to inform them that in accordance with the Proclamation from the Executive of the United States all slaves are free; and

**WHEREAS**, Juneteenth, also known as “Juneteenth Independence Day”, “Emancipation Day”, “Emancipation Celebration”, “Freedom -day”, is the oldest nationally celebrated commemoration of the ending of slavery in the United States; and

**WHEREAS**, on June 18, 2021, President Joseph Biden proclaimed Juneteenth as a Day of Observance and called upon the people of the United States to acknowledge and celebrate the end of the Civil War the emancipation of Black Americans and commit together to eradicate systemic racism.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Midpeninsula Regional Open Space District (District) as follows:

1. June 19 of each year is designated as “Juneteenth,” a paid holiday for District staff, to acknowledge our past and celebrate our future and honor the District’s commitment to promoting diversity, equity, and inclusion in all affairs.
2. The District’s Personnel Policies and Procedures and other labor agreement(s) shall be modified to designate Juneteenth as a paid holiday.

\* \* \* \* \*

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on May 25, 2022, at a regular meeting thereof, by the following vote:

- AYES:**
- NOES:**
- ABSTAIN:**
- ABSENT:**

**ATTEST:**

**APPROVED:**

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Karen Holman, Secretary  
Board of Directors

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Zoe Kersteen-Tucker, President  
Board of Directors

**APPROVED AS TO FORM:**

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Hilary Stevenson, General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

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Jennifer Woodworth, District Clerk