



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19209

Proposed No. 2020-0224.2

Sponsors Dembowski, Kohl-Welles and
Zahilay

1 AN ORDINANCE establishing June 19 of each year,
 2 Juneteenth, as a paid holiday for King County employees
 3 eligible for leave benefits; and amending Ordinance 12014,
 4 Section 23, as amended, and K.C.C. 3.12.230.

5 STATEMENT OF FACTS:

6 1. This nation experienced a new birth of freedom with the emancipation
 7 of persons held in enslavement before the American Civil War, 1861 to
 8 1865.

9 2. The end of enslavement profoundly changed the nation as a whole,
 10 remaking the political system, restructuring its economy, restoring its
 11 honor in the community of progressive nations and renewing its national
 12 promise absent the stain of slavery.

13 3. While a complex and troubled racial environment was to mark the
 14 nation's path for the time to come, and while, in many ways, the way
 15 forward remains a difficult one in racial terms, still, the physical shackles
 16 have been removed and that dark time was put behind us as a nation.

17 4. African Americans, who achieved freedom as a result of the Civil War,
 18 have traditionally celebrated the date of June 19, 1865, which is the date
 19 that the end of enslavement was proclaimed in the State of Texas, two

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20 years after the Emancipation Proclamation and two months after the
21 surrender of Confederate forces at Appomattox Courthouse in Virginia.

22 5. In acknowledgement of the continuing struggle for racial justice, as
23 well as the seminal national victory that emancipation represents, the date
24 should rightly take its place of honor as an observed holiday for
25 employees of King County, named after the Reverend Dr. Martin Luther
26 King, Jr.

27 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

28 SECTION 1. Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230 are
29 hereby amended to read as follows:

30 A. All employees eligible for comprehensive leave benefits shall be granted the
31 following designated holidays with pay:

- 32 1. January 1, New Year's Day;
- 33 2. Third Monday in January, Martin Luther King, Jr. Day;
- 34 3. Third Monday in February, President's Day;
- 35 4. Last Monday in May, Memorial Day;
- 36 5. June 19, Juneteenth;
- 37 6. July 4, Independence Day;
- 38 ~~((6.))~~ 7. First Monday in September, Labor Day;
- 39 ~~((7.))~~ 8. November 11, Veteran's Day;
- 40 ~~((8.))~~ 9. Fourth Thursday in November, Thanksgiving Day;
- 41 ~~((9.))~~ 10. Friday after Thanksgiving, Day after Thanksgiving;
- 42 ~~((10.))~~ 11. December 25, Christmas Day; and

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43 ~~((44.))~~ 12. For an employee who is eligible for comprehensive leave benefits, two
44 personal holidays, which shall be added to the employee's vacation bank in the second full
45 pay period of the calendar year or upon hire.

46 B. For holidays falling on a Saturday, the Friday before shall be a paid holiday.
47 For holidays falling on a Sunday, the Monday following shall be a paid holiday.

48 C. An employee must be eligible for comprehensive leave benefits and in a pay
49 status on the day before and the day following a holiday to be eligible for holiday pay.
50 However, an employee who has successfully completed at least five years of county service
51 and who retires at the end of a month in which the last regularly scheduled working day is
52 observed as a holiday, shall be eligible for holiday pay if the employee is in a pay status the
53 day before the day observed as a holiday. An employee otherwise eligible for holiday pay
54 shall not be ineligible as a result of not being in a pay status on the day before or after the
55 holiday due to budgetary furlough.

56 D. When a holiday falls on the scheduled day off of a full time employee entitled
57 to comprehensive leave benefits who works other than a five-day, eight-hour schedule, the
58 employee shall be given a deferred holiday. The employee's supervisor shall jointly select
59 another day, preferably within the same pay period, for the employee to take as holiday.
60 Deferred holidays for a part-time employee eligible for comprehensive leave benefits shall
61 be prorated to the employee's schedule.

62 SECTION 2. The Juneteenth holiday created under this ordinance is subject to
63 available funding resources and bargaining, taking into account the full range of pay and
64 benefits available to employees through the county's total compensation framework, as

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65 well as potential impacts to existing county services.

66 SECTION 3. This ordinance takes effect January 1, 2022.

67

Ordinance 19209 was introduced on 6/23/2020 and passed as amended by the Metropolitan King County Council on 11/17/2020, by the following vote:

Yes: 7 - Ms. Balducci, Mr. Dembowski, Ms. Kohl-Welles, Mr. McDermott, Mr. Upthegrove, Mr. von Reichbauer and Mr. Zahilay
No: 2 - Mr. Dunn and Ms. Lambert

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:
Claudia Balducci
7E1G273CE0004B6...

Claudia Balducci, Chair

ATTEST:

DocuSigned by:
Melani Pedroza
8DE1BB375AD3422...

Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 11/30/2020, _____.

DocuSigned by:
Dow Constantine
4FBCAB8196AE4C6...

Dow Constantine, County Executive

Attachments: None

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Claudia Balducci

claudia.balducci@kingcounty.gov

King County General (ITD)

Security Level: Email, Account Authentication (None)

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Melani Pedroza

melani.pedroza@kingcounty.gov

Clerk of the Council

King County Council

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dow.constantine@kingcounty.gov

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Electronic Record and Signature Disclosure:

Accepted: 11/30/2020 2:14:02 PM

ID: b335a78a-b5cd-454c-9193-64b0133b1ec4

In Person Signer Events

Signature

Timestamp

Editor Delivery Events

Status

Timestamp

Agent Delivery Events

Status

Timestamp

Intermediary Delivery Events

Status

Timestamp

Certified Delivery Events	Status	Timestamp
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Bailey Bryant bailey.bryant@kingcounty.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 11/23/2020 11:55:53 AM Viewed: 11/23/2020 1:26:26 PM
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Witness Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	11/30/2020 2:14:02 PM
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Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

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