



TOWN OF ERIE

645 Holbrook Street
Erie, CO 80516

Town Council

Board Meeting Date: 8/24/2021

File #: 21-352, **Version:** 1

SUBJECT: CONSENT

A Resolution of the Board of Trustees of the Town of Erie Recognizing Juneteenth as a Town Holiday

DEPARTMENT: Administration

PRESENTER: Melissa Wiley, Deputy Town Administrator

STAFF RECOMMENDATION:

Approve resolution recognizing Juneteenth as a Town Holiday

SUMMARY AND BACKGROUND OF SUBJECT MATTER:

On June 17, 2021, President Joe Biden signed a bill to make Juneteenth a Federal holiday. Several states immediately followed the Federal government and legally designated Juneteenth as a state holiday. Those states included Illinois, Louisiana, New Jersey, New York, Texas, Virginia, and Washington. However, Juneteenth is not currently among the designated holidays observed by the Town of Erie. The Town Administrator and Deputy Town Administrator recommend changing that.

The Town of Erie currently observes the following holidays:

Holiday	Date of Observance
New Year's Day	First Day of January
Martin Luther King Day	Third Monday in January
President's Day	Third Monday of February
Memorial Day	Last Monday of May
Independence Day	Fourth Day of July
Labor Day	First Monday of September
Veteran's Day	Second Thursday of November
Thanksgiving Day	Fourth Thursday of November
Day after Thanksgiving	Fourth Friday of November
Christmas Eve Day	Twenty-fourth Day of December
Christmas Day	Twenty-fifth Day of December
New Year's Eve Day	Thirty-first Day of December

For retention and recruiting purposes, the Town must offer a competitive benefits package. Adding Juneteenth would give employees 13 holidays (plus one floating holiday). This would make our holiday benefits package one of the most robust and competitive in the region.

Prospective employees look at the holidays offered by employers, and if the Town of Erie is at the forefront by making Juneteenth a holiday, we send a message that Erie is an inclusive employer. We also send a message that the Town of Erie values equity, diversity and inclusion in our community.

Designating Juneteenth as a holiday would have an impact on Town residents and customers who may want to speak with or meet with Town staff on the holiday. Since Juneteenth is a Federal holiday, Federal government services are closed on Juneteenth. I believe if the Board approves this request, Town staff can use clear communication on the Town website, social media and with local media to make residents and customers aware of the holiday closure and make arrangements to conduct their business on another day.

As part of our commitment to equity, diversity and inclusion, we believe designating Juneteenth as an observed holiday for the Town of Erie is the right thing to do.

We ask for the Board's approval to add Juneteenth as an official Town of Erie holiday.

If the Board approves, staff will implement this change effective January 1, 2022.

Board Priority(s) Addressed:

- ✓ Engaged and Diverse Community
- ✓ Effective Governance

ATTACHMENTS:

1. Resolution 21-108