

ORDINANCE NO. 3409

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, ADDING JUNE 19TH (JUNETEENTH) AS A CITY HOLIDAY; AMENDING SECTION 2.54.020 (HOLIDAYS GRANTED) OF THE LYNNWOOD MUNICIPAL CODE; PROVIDING FOR SEVERABILITY, AN EFFECTIVE DATE AND SUMMARY PUBLICATION

WHEREAS, on May 13, 2021, Governor Jay Inslee signed Substitute House Bill 1016, making June 19th (known as Juneteenth, Emancipation Day, and Freedom Day) a paid day off for state employees starting in 2022; and

WHEREAS, the City Council agrees that June 19th, which has been celebrated across the nation as Juneteenth to mark the emancipation of those who had been enslaved in the United States, should be acknowledged and celebrated by all Washingtonians; and

WHEREAS, it is the City Council’s intent to designate Juneteenth as a City holiday, starting in 2022, to celebrate the end of chattel slavery; and

WHEREAS, the City Council wishes to encourage City employees to use June 19th as a day to engage in fellowship with Black/African Americans; revisit our solidarity and commitment to antiracism; educate ourselves about slave history; and continue having conversations that uplift every Lynnwood resident;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF LYNNWOOD, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Lynnwood Municipal Code 2.54.020 – Holidays Granted is amended to read as follows (new text is shown in bold and underline):

2.54.020 Holidays Granted.

A. Holidays Designated. Each regular employee not otherwise covered by a collective bargaining agreement shall be entitled to paid time off at their designated accrual rate on each of the following holidays, which are declared to be official holidays of the city:

New Year’s Day	January 1st
Martin Luther King, Jr. Day	3rd Monday in January
President’s Day	3 rd Monday in February

1	Memorial Day	Last Monday in May
2	<u>Juneteenth</u>	<u>June 19th</u>
3	Independence Day	July 4 th
4	Labor Day	1 st Monday in September
5	Veterans' Day	November 11 th
6	Thanksgiving Day	4 th Thursday in November
7	Day after Thanksgiving	4 th Friday in November
8	Day before Christmas	December 24 th
9	Christmas	December 25 th
10	One Floating Holiday*	To be scheduled with department
11		head; approved on an individual
12		basis.

13 *A new employee shall be eligible for a floating holiday after completion of six months'
14 continuous service.

15 The floating holiday must be taken during the calendar year or entitlement to the day will
16 lapse, except when an employee has requested the day and the request has been
17 denied.

18 If the date of any above-mentioned holiday should be changed, the new date shall be
19 deemed a holiday, and any such holiday falling on Sunday shall be observed the
20 following Monday, with the exception of December 24th. When December 24th falls on
21 a Sunday, it will be observed on the following Tuesday; and when December 24th falls
22 on Friday, it will be observed on Thursday. A holiday falling on Saturday shall be
23 observed on the preceding Friday. In addition to the above, any day or portion thereof
24 may be designated as a holiday by the city council.

25 B. Compensation for Holidays Worked. Any regular full-time employee (not covered by
26 union contract or exempt status) who works on any holiday shall be paid time-and-one-
27 half, plus the holiday pay.

28 C. When Paid. Any employee shall receive the holiday with pay only if in a paid status
29 the work day before and the work day after the holiday.

30 **Section 2. Severability**: If any section, sentence, clause, or phrase of this ordinance
31 should be held to be invalid or unconstitutional by a court of competent jurisdiction, such

1 invalidity or unconstitutionality shall not affect the validity or constitutionality of any other
2 section, sentence, clause or phrase of this ordinance.

3 **Section 3. Effective Date:** This ordinance or a summary thereof consisting of the title
4 shall be published in the official newspaper of the City and shall take effect and be in full
5 force five (5) days after publication.

6 PASSED BY THE CITY COUNCIL, the 13th day of December, 2021.

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APPROVED:

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DocuSigned by:

Nicola Smith

12/14/2021

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Nicola Smith, Mayor

ATTEST/AUTHENTICATED:

DocuSigned by:

Karen Fitzthum

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Karen Fitzthum, City Clerk

APPROVED AS TO FORM:

DocuSigned by:

Rosemary Larson

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Rosemary Larson, City Attorney