

BILL NO. _____

RESOLUTION NO. _____

A RESOLUTION AMENDING THE PERSONNEL POLICIES AND PROCEDURES OF THE CITY OF INDEPENDENCE, MISSOURI ADDING JUNETEENTH AS AN OFFICIALLY RECOGNIZED CITY HOLIDAY.

WHEREAS, the City of Independence is committed to commemorating and acknowledging the people and events who have shaped our history; and,

WHEREAS a Juneteenth holiday celebrates and commemorates black culture and reinforces black history as American history, and recognizes freedom for all; and,

WHEREAS, a Juneteenth holiday is consistent with the City's adopted strategic plan, Independence for All; and,

WHEREAS, Juneteenth provides the opportunity for us all to reflect on the meaning of freedom for all and celebrate that as a nation we can come together as one; and,

WHEREAS, on February 11, 2022, and April 8, 2022, after notice was given in accordance with the City's Personnel Policies, the Personnel Committee held hearings to consider amending the text of the City's Personnel Policies to add Juneteenth to the City's list of designated holidays; and,

WHEREAS, at the conclusion of the hearings, the Personnel Committee made a recommendation that the City Council add Juneteenth to the City's list of designated legal holidays; and,

WHEREAS, the City wishes to incorporate the holiday of Juneteenth into the City's Personnel Policies and Procedures.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF INDEPENDENCE, MISSOURI, AS FOLLOWS:

SECTION 1. That Article V., Section C. 1., of the Personnel Policies and Procedures of the City of Independence, Missouri is hereby amended to add the following language:

1. General Provisions: The following days are designated as legal holidays by City Council. When a designated holiday falls on Sunday, the following Monday will be observed as the holiday; when a holiday falls on Saturday, the preceding Friday will be observed as the holiday. Employees required to work in excess of eight hours per day will be granted holiday pay equal to the number of hours required to work. An employee who voluntarily works a flexible schedule with hours exceeding eight hours per day will be granted a maximum of ninety-six hours annually or eight hours per holiday. Such employee may supplement their days off using accrued vacation leave, personal business, or compensatory time.

New Year's Day
*Presidents' Day – **Floating Holiday**
Martin Luther King, Jr. Birthday
Truman's Birthday
Memorial Day

Labor Day
Veteran's Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Eve

Juneteenth
Independence Day

Christmas Day

***President's Day is observed as a floating holiday and the City will not be closed on President's Day. Each department director shall schedule the floating holiday for all employees of the department, respecting the wishes of each employee so far as the employee's wishes are compatible with the needs of the service.**

PASSED THIS _____ DAY OF _____, 2022, BY THE CITY COUNCIL OF THE
CITY OF INDEPENDENCE, MISSOURI.

Presiding Officer of the City Council
of the City of Independence,

Missouri

ATTEST:

City Clerk

APPROVED – FORM AND LEGALITY:

City Counselor

REVIEWED BY:

City Manager

NOTE: Words struck through and bolded are being removed by this resolution and words underscored and bolded are being added by this resolution.