Request to Add Juneteenth Holiday

Juneteenth (June 19th – or National Freedom Day) is a holiday that commemorates the end of slavery in the United States. Many states across the nation have decided to make this a recognized holiday. On March 24, 2022, Governor Spencer Cox signed a law officially recognizing Juneteenth as a Utah state holiday. As a result of this, Utah now becomes the 44th state to observe Juneteenth as an official state holiday. The way the law is written, it states that if Juneteenth (June 19th) falls on a Tuesday, Wednesday, Thursday or Friday, the holiday is recognized on the preceding Monday. If the holiday falls on a Saturday or Sunday, the holiday is recognized on the following Monday. Please refer to an article from the Salt Lake Tribune which has been included with this packet for additional details. **(Exhibit A)**

Daggett County has generally followed state holidays when deciding which holidays to be closed. With the creation of this new state holiday, we request that Juneteenth be added as an additional holiday to Daggett County's current list of holidays. Daggett County currently recognizes 11 paid holidays according to our current Personnel Policies and Procedures. **(Exhibit B)**.

Many government entities in the state of Utah have already decided to recognize this new Juneteenth holiday and many others are currently discussing the possible addition of this holiday.

One additional piece of information to make you aware of… We have learned that Justice Court, which is run by the state, will be closed on Monday, June 20th to observe Juneteenth.

Exhibit A

Article from the Salt Lake Tribune

Utah makes Juneteenth a state holiday

More states and businesses have made an effort to officially recognize the holiday since the nationwide protests sparked by the death of George Floyd.
https://www.sltrib.com/news/politics/2022/03/24/utah-makes-juneteenth/

(Francisco Kjolseth | The Salt Lake Tribune) Young organizers from Juneteenth Utah and Solidarity for Justice thank those who attended the celebration at Washington Square in Salt Lake City on Friday, June 19, 2020.

By Kim Bojórquez – March 24, 2022, 1:00 p.m. | Updated: 7:39 p.m.

Utah Gov. Spencer Cox on Thursday signed a law to make Juneteenth National Freedom Day a state holiday, a day commemorating the end of slavery in the U.S.

Also known as June Nineteenth, the holiday marks the day in 1865 when Union troops arrived in Texas more than two years after President Abraham Lincoln signed the Emancipation Proclamation to tell remaining enslaved African Americans that the Civil

War had ended and that they were free. The holiday has been celebrated by Black Americans since the late-19th century.

The law was sponsored by state Rep. Sandra Hollins, D-Salt Lake City, who was the first African American woman to serve in the Utah Legislature. The bill garnered bipartisan support, as well as backing from the Ogden NAACP branch.

While celebrated on June 19, under the law, if the holiday falls on a Tuesday, Wednesday, Thursday or Friday it will be observed on the preceding Monday. If the holiday falls on a weekend, it will be observed the following Monday, giving people a three-day weekend.

In the aftermath of nationwide protests sparked by the death of George Floyd, a Black Minnesota man who was killed by a white police officer in 2020, more states and businesses have made an effort to officially recognize the holiday. President Joe Biden last year signed a law to make Juneteenth a federal holiday.

In 1984, the U.S. government established Martin Luther King Jr. Day, but Utah instead named the holiday "Human Rights Day." The state didn't officially recognize Martin Luther King Jr. Day until 2000, making it one of the last states in the nation to name the holiday after the Black civil rights leader.

Six years ago, Utah became the 44th state in the U.S. to observe "Juneteenth Freedom Day," as a result of a bill also sponsored by Hollins.
Black Americans in Utah account for about 1.5% of the state population, according to data from the U.S. Census Bureau.

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Exhibit B

Current Daggett County Holiday Policy

The current policy for Daggett County holidays is established as shown below.

SECTON 11

HOLIDAYS

11.1 Designated Holidays

11.1.1 The following holidays have been designated by Daggett County. County offices will be closed, except as otherwise provided by law.
New Year's Day, (January 1st)
Human Rights Day, (January, 3rd Monday)
President's Day, (February, 3rd Monday)
Memorial Day, (May, last Monday)
Independence Day, (July 4th)
Pioneer Day, (July 24th)
Labor Day, (September, 1st Monday)
Columbus Day, (October, 2nd Monday)
Veterans Day, (November 11th)
Thanksgiving Day, (November, 4th Thursday)
Day after Thanksgiving/or Personal Day
Day before Christmas Holiday (1:00 to 5:00 p.m.)(department option)
Christmas Day, (December 25th)

11.2 Holiday Eligibility

11.2.1 Holiday pay does not apply to part-time employees, unless the employee is required to work on the holiday, then holiday pay will apply to hours worked (up to 8 hrs).

11.2.2 A time-limited employee may not be eligible for paid holiday leave.

11.3 Leave Accrual

11.3.1 Holiday leave shall not accrue prior to the date of the holiday.

11.3.2 A full-time employee shall accrue holiday hours based on their regularly

scheduled workday, excluding the Sheriff's office, Dam Security, and the Jail employees, who shall accrue eight (8) hours of holiday leave per holiday.

11.4 Holiday Use

11.4.1 If offices are open Monday thru Friday, the following will apply: Employees will normally take holiday leave on the designated holiday. If a holiday falls on a Saturday, the preceding Friday will be observed as the holiday. If a holiday falls on a Sunday, the following Monday will be observed as the holiday.

11.4.2 If offices are open seven (7) days per week then the following will apply: If an employee is required to work on a holiday, the employee will be paid double time up to eight hours worked on the holiday and then straight time for each hour worked thereafter.

11.4.3 The department head may grant time off on a prorated basis in lieu of the holiday to an employee working a variable work week, whose regularly scheduled day off falls on a holiday.

11.4.4 The department head may allow an employee to work a holiday in exchange for another day off, within the