



DENVER
THE MILE HIGH CITY

Juneteenth Official City Holiday

BR22-0555

FinGov Committee

May 17, 2022



Juneteenth Celebrations

- Held on June 19th to commemorate the end of slavery
- First celebrated as a holiday in Texas
 - Now over 50 cities and States and the Federal government officially commemorate Juneteenth in some way
- Also called Freedom Day, Jubilee Day, Liberation Day, Emancipation Day (TX)
- Denver's first celebration happened in 1953 in Denver's historic Five Points neighborhood, and today includes an annual parade and music festival

- In 2021, Mayor Hancock & Councilman Herndon proposed to add Juneteenth as a commemorative holiday in city code
 - Designated the Saturday closest to June 19th as Denver's day for celebration
 - Passed by City Council in February 2021
- Since that time, Federal government and State government have added Juneteenth as a legal holiday
 - Federal government adopted Juneteenth as holiday in June 2021
 - Governor Polis signed SB22-139 on May 2, making Juneteenth a State holiday for Colorado
- Following these actions, Denver began necessary work to consider official Juneteenth holiday

- Denver currently has 11 paid holidays for CSA employees
- Last change to Denver legal holidays was in 2001 when Cesar Chavez Day added, replacing Election Day (no net effect on number of holidays)
 - Prior to that, the Personal Holiday was added in lieu of a previous Birthday Holiday (1990) and MLK Day was added in 1985
- Options considered were for adding a new holiday or replacing an existing holiday (annual personal holiday)

- Overtime costs
 - Approx. \$1.3M cost for overtime pay for those who must work on a holiday
 - Total compensation for 1 day for all employees is approx. \$4.5M
- Timelines for elections
 - No impact, but falls during the primary election window so Elections workers would need to work through the holiday and take their holiday at a different time
- Collective bargaining agreements
- Potential service impacts to residents
- Generally prevailing practice for benefits

- Charter provides that “the policy of the City and County of Denver shall be to provide generally prevailing compensation to employees in the Career Service personnel system”
- OHR did a survey of other jurisdictions to assist in determining generally prevailing practice around holidays
 - Asked how many paid holidays each city had, whether the city included Juneteenth as a holiday and whether they were considering adding Juneteenth

Participation Summary:		
Total Number of Recipients		92
Total Number of Responses		44
Percentage of Responses		47.83%
Average Number of Paid Holidays		11.81
Total Number of Respondents That Observe Juneteenth		27
Percentage of Respondents That Observe Juneteenth		61%
Total Number of Respondents That Consider Observing Juneteenth		9
Percentage of Respondents That Consider Observing Juneteenth		20%

- Aurora recently added Juneteenth as a holiday (replacing the day after Thanksgiving), as did Longmont
- Lakewood, Loveland, Adams County, Larimer County all previously added the holiday
- Other CO cities have indicated they are considering the holiday: Arvada, Broomfield, Colorado Springs, Westminster
- Other national “peer cities” have added this holiday: Seattle, Portland, Nashville, Minneapolis, Phoenix

Action to Designate Holiday

- Based on survey results, OHR recommends adopting Juneteenth as a paid/legal city holiday
- Mayor Hancock and CM Herndon are partnering to bring this forward to honor the significance of our country's "second independence day"
- BR22-0555 for Juneteenth holiday
 - Designates June 19 as an official paid holiday for City & County of Denver
 - Repeals the commemorative holiday to avoid confusion and promote the official holiday

- FinGov: May 17
- Mayor-Council: May 24
- First Reading: June 6
- Final Reading: June 20
- This holiday would apply beginning in 2023
 - Allows for completing council process and appropriate planning/implementation



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Appendix

FOR CITY SERVICES VISIT | CALL
DenverGov.org | **311**

ABRAHAM LINCOLN

APRIL 4, 1863

Emancipation Proclamation

Whereas On the Twenty-second day of September, in the year of our Lord one thousand eight hundred and sixty-two, a Proclamation was issued by the President of the United States, containing among other things the following, to-wit:

That on the first day of January, in the year of our Lord one thousand eight hundred and sixty-three, all persons held as slaves within any State or designated part of a State, the people whereof shall then be in rebellion against the United States, shall be then, thenceforward and forever free, and the executive government of the United States, including the military and naval authority thereof, will recognize and maintain the freedom of such persons, and will do no act or acts to oppress such persons or any of them, in any efforts they may make for their actual freedom.

That the executive will, on the first day of January aforesaid, by proclamation, designate the States and parts of States, if any, in which the people thereof respectively shall then be in rebellion against the United States; and the fact that any State, or the people thereof, shall on that day be in good faith represented in the Congress of the United States by members chosen thereto at elections wherein a majority of the qualified voters of such State shall have participated, shall, in the absence of strong countervailing testimony, be deemed conclusive evidence that such State and the people thereof are not then in rebellion against the United States."

Now, therefore, I, ABRAHAM LINCOLN, President of the United States, by virtue of the power in me vested as Commander-in-Chief of the Army and Navy of the United States in time of actual armed rebellion against the authority and government of the United States, and as a fit and necessary war measure for suppressing said rebellion, do, on this first day of January, in the year of our Lord one thousand eight hundred and sixty-three, and in accordance with my purpose so to do, publish, proclaim for the full period of one hundred days from the day the first above mentioned order, and designate as the States and parts of States wherein the people thereof respectively are this day in rebellion against the United States, the following, to-wit:

KENTUCKY, ALABAMA, FLORIDA, GEORGIA, SOUTH CAROLINA, NORTH CAROLINA and VIRGINIA (except the forty-eight counties designated as West Virginia, and also the counties of Berkeley, Accomac, Northampton, Elizabeth City, York, Princess Ann and Norfolk, including the cities of Norfolk and Portsmouth), and which accepted parts are, for the present, left precisely as if this Proclamation were not issued.

And by virtue of the power and for the purpose aforesaid, I do order and declare that all persons held as slaves within said designated States and parts of States are and henceforward shall be free; and that the executive government of the United States, including the military and naval authorities thereof, will recognize and maintain the freedom of said persons.

I and I hereby enjoin upon the people so declared to be free, to abstain from all violence, unless in necessary self-defense, and I recommend to them that, in all cases, when allowed, they labor faithfully for reasonable wages.

And I further declare and make known that such persons of suitable condition, will be received into the armed service of the United States to partition forts, positions, stations and other places, and to man vessels of all sorts in said service.

And upon this act, sincerely believed to be an act of justice, warranted by the Constitution, upon military necessity, I invoke the considerate judgment of mankind, and the gracious favor of Almighty God.

In testimony whereof, I have hereunto set my name, and caused the seal of the United States to be affixed.

Done at the City of Washington, this first day of January, in the year of our Lord one thousand eight hundred and sixty-three, and of the Independence of the United States the sixtiy-seventh.

ABRAHAM LINCOLN,

By the President:

WILLIAM H. SEWARD, Secretary of State.

NOTE.—The rest of the slaves were afterwards freed by Legislation and Constitutional Amendments.

1. *U. S. Fish and Wildlife Service, Washington, D. C.*

Denver Holidays	Colorado Holidays	Federal Holidays
New Year's Day MLK Day Washington's Birthday Cesar Chavez Day Memorial Day Independence Day Labor Day Veterans Day Thanksgiving Christmas Day Personal holiday	New Year's Day MLK Day President's Day Memorial Day Independence Day Labor Day Cabrini Day Veterans Day Thanksgiving Christmas Day *Juneteenth (added May, 2022)	New Year's Day MLK Day Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans Day Thanksgiving Christmas Day *Juneteenth (added in 2021)