



Santa Clara Valley Water District

File No.: 21-0734

Agenda Date: 7/13/2021

Item No.: 9.1.

BOARD AGENDA MEMORANDUM

SUBJECT:

Formalize Juneteenth as a Valley Water Observed Holiday in Accordance with the Newly Adopted Federal Holiday; Adopt a Resolution in Recognition of Juneteenth, as a Newly Designated Annual Holiday at Santa Clara Valley Water District; and Provide Staff a Paid Holiday in Observation of the 2021 Juneteenth Commemoration.

RECOMMENDATION:

- A. Formalize Juneteenth as a Valley Water Observed Holiday, in Accordance with the Newly Adopted Federal Holiday;
- B. Adopt the Resolution in RECOGNITION OF JUNETEENTH, AS A NEWLY DESIGNATED ANNUAL HOLIDAY AT SANTA CLARA VALLEY WATER DISTRICT; and
- C. Provide staff a paid Holiday in observance of the 2021 Juneteenth Commemoration.

SUMMARY:

On June 19, 1865, Union Army Major General Gordon Granger arrived in Galveston, Texas and announced the end of both the Civil War and chattel slavery in the United States; more than two and a half years after President Abraham Lincoln issued the Emancipation Proclamation on January 1, 1863. General Gordon's General Order 3 stated, in part that "...this involves an absolute equality of personal rights and rights of property between former masters and slaves, and the connection heretofore existing between them becomes that between employer and hired labor."

Juneteenth commemorates and honors African American ancestors who survived the barbaric institution of bondage, as well as demonstrating pride in the marvelous legacy of resistance and perseverance, and now serves as a historic milestone reminding all Americans of the triumph of the human spirit over the cruelty of slavery.

On June 17, 2021, President Joe Biden signed a bill establishing Juneteenth, June 19th, the date marking the end of slavery in the United States, as a federally recognized holiday.

This resolution is consistent with Santa Clara Valley Water District's (Valley Water) core values and the principles used in accomplishing Valley Water's mission. Valley Water remains committed to racial equity, diversity and inclusion.

Staff recommends to formally recognize Juneteenth and add the date as a paid holiday to our list of

observed annual holidays, beginning in 2022, in accordance with the federal adopted holiday.

Staff also recommends that Valley Water provide each employee one (1) extra vacation day to be added to each employee's vacation balance in lieu of not receiving the holiday this year for FY21 in observance of Juneteenth. This is due to the fact that Valley Water was unable to observe Juneteenth this year as a result of the short timeframe between it becoming law on June 17, 2021, and the actual holiday. The one (1) extra calendar day to be added to each employee's vacation balance in FY21 must be used by the end of the 2021 calendar year (Friday, December 31, 2021).

FINANCIAL IMPACT:

The financial impact of recognizing Juneteenth as an annual Valley Water federal holiday is estimated at \$509,000. This cost estimate represents a loss of productivity that otherwise would have been gained from the Valley Water workforce, based on the average wages and overtime pay from the three prior Valley Water holidays taken on January 18, February 15, and March 31, 2021.

CEQA:

The recommended action does not constitute a project under CEQA because it does not have a potential for resulting in direct or reasonably foreseeable indirect physical change in the environment.

ATTACHMENTS:

Attachment 1: Resolution

UNCLASSIFIED MANAGER:

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