

ORDINANCE O-4850

1 AN ORDINANCE OF THE CITY OF KIRKLAND RELATING TO AMENDING
2 SECTION 3.80.110 OF THE KIRKLAND MUNICIPAL CODE REGARDING
3 CITY OF KIRKLAND HOLIDAYS.
4

5 WHEREAS, on June 19, 1865, more than two years after
6 President Abraham Lincoln signed the Emancipation Proclamation, the
7 news that slavery had been abolished in the Confederate states and that
8 all enslaved people in the Confederacy had been freed was announced
9 in Galveston, Texas, the last state of the Confederacy that maintained
10 institutional slavery; and

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12 WHEREAS, June 19, recognized as "Juneteenth," has been
13 celebrated to commemorate the end of slavery in practice in the United
14 States and the contributions of Americans of African descent to society;
15 and

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17 WHEREAS, currently, Juneteenth commemorates African
18 American freedom and emphasizes education and achievement; and

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20 WHEREAS, the federal government designated Juneteenth as a
21 national holiday for federal employees in 2021, and during the 2021
22 regular session, the Washington State Legislature passed substitute
23 house bill 1016 establishing Juneteenth as a paid holiday for State
24 employees beginning in 2022, and;

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26 WHEREAS, the establishment of Juneteenth as a paid holiday for
27 City of Kirkland employees is a significant way that the City can embrace
28 efforts to address institutional racism and strengthen diversity, equity,
29 and inclusion in City policies and programs; and

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31 WHEREAS, designating Juneteenth as a City holiday supports the
32 City's Resolution R-5434 related to examining and dismantling
33 institutional and structural racism in Kirkland and Resolution R-5548
34 which committed funding for this purpose, including writing the City's
35 first Diversity, Equity, Inclusion and Belonging Roadmap.

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37 NOW, THEREFORE, the City Council of the City of Kirkland do
38 ordain as follows:

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40 Section 1. Section 3.80.110 of the Kirkland Municipal Code, and
41 the corresponding portions of Ordinance O-3905 § 14 (2003), is
42 amended to read as follows, with new text shown in underline and
43 deleted text shown in ~~strikethrough~~:

44
45 **3.80.110 Holidays.**

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47 (a) Holiday Schedule. Regular full-time employees are granted the
48 following holidays, and other such days as the city council may fix,
49 without reduction in pay. Regular part-time employees and temporary
50 employees that will or have exceeded one thousand and forty hours

51 within six months of hire shall receive these holidays and other such
 52 days as the city council may fix at a rate proportionate to the number
 53 of hours worked per month, without reduction in pay.

Holiday	Date to be Observed
(1) New Year's Day	January 1
(2) M.L. King Jr. birthday	3rd Monday in January
(3) President's Day	3rd Monday in February
(4) Memorial Day	Last Monday in May
<u>Juneteenth</u>	<u>June 19</u>
(5) Independence Day	July 4
(6) Labor Day	1st Monday in September
(7) Veteran's Day	November 11
(8) Thanksgiving Day	4th Thursday in November
(9) Day after Thanksgiving	4th Friday in November
(10) Half day Christmas Eve & half day New Year's Eve	Last regular work day before Christmas Day Last regular work day before New Year's Day
(11) Christmas Day	December 25
(12) One floating holiday	Employee's choice

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 55 In selecting the floating holiday the employee's choice will be granted;
 56 provided, that prior approval is given by the immediate supervisor and
 57 provided the number of employees selecting a particular day off does
 58 not prevent a department or office from providing efficient public
 59 service. The floating holiday must be taken during the calendar year or
 60 entitlement to the day will be forfeited. New employees must be
 61 employed a minimum of six consecutive months to be eligible to take a
 62 floating holiday.

63 (b) Holidays Occurring on Weekends. Any regular holiday which falls
 64 on a Saturday shall be observed on the preceding Friday and any regular
 65 holiday which falls on a Sunday shall be observed on the following
 66 Monday.

67 (c) Worked Holidays. When a regular employee other than uniformed
 68 personnel works on a holiday, he/she will be granted one other day of
 69 vacation with full pay for each holiday worked. Such vacation days shall
 70 be approved in the best interests of the city.

71 Section 2. If any provision of this ordinance or its application to
 72 any person or circumstance is held invalid, the remainder of the

73 ordinance or the application of the provision to other persons or
74 circumstances is not affected.

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76 Section 3. This ordinance shall be in force and effect five days
77 from and after its passage by the Kirkland City Council and publication
78 pursuant to Section 1.08.017, Kirkland Municipal Code in the summary
79 form attached to the original of this ordinance and by this reference
80 approved by the City Council.

81
82 Passed by majority vote of the Kirkland City Council in open
83 meeting this 6 day of June, 2023.

84
85 Signed in authentication thereof this 6 day of June, 2023.



Penny Sweet, Mayor

Attest:



Kathi Anderson, City Clerk

Publication Date: June 12, 2023

Approved as to Form:



Kevin Raymond, City Attorney

PUBLICATION SUMMARY
OF ORDINANCE NO. 4850

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AN ORDINANCE OF THE CITY OF KIRKLAND RELATING TO AMENDING SECTION 3.80.110 OF THE KIRKLAND MUNICIPAL CODE REGARDING CITY OF KIRKLAND HOLIDAYS.

SECTION 1. Amends Kirkland Municipal Code Section 3.80.110 related to the City of Kirkland holiday schedule.

SECTION 2. Provides a severability clause for the ordinance.

SECTION 3. Authorizes publication of the ordinance by summary pursuant to KMC 1.08.017 and establishes the effective date as five days after publication of summary.

The full text of this Ordinance will be mailed without charge to any person upon request made to the City Clerk for the City of Kirkland. The Ordinance was passed by the Kirkland City Council at its meeting on the 6 day of June, 2023.

I certify that the foregoing is a summary of Ordinance NO. 4850 approved by the Kirkland City Council for summary publication.



Kathi Anderson, City Clerk