



Memorandum

AGENDA ITEM 3

DATE: December 3, 2021

TO: Personnel Committee: Commissioners Mandelman (Chair), Peskin (Vice Chair) and Ronen

FROM: Cynthia Fong - Deputy Director for Finance & Administration

SUBJECT: 12/8/21 Personnel Committee Meeting: Recommend Amendment of Resolution 90-14 to Add Juneteenth as an Annual Observed Paid Holiday

RECOMMENDATION <input type="checkbox"/> Information <input checked="" type="checkbox"/> Action	<input type="checkbox"/> Fund Allocation
Recommend amendment of Resolution 90-14 to add Juneteenth as an Annual Observed Paid Holiday	<input type="checkbox"/> Fund Programming
SUMMARY	<input type="checkbox"/> Policy/Legislation
Through Resolution 90-14, the Transportation Authority Board approved 11 paid holidays for its employees. We recommend observing Juneteenth as a paid holiday as a sign of support for the Black Community. On June 17, 2021, President Joe Biden signed a bill into law to make June 19 th , known as Juneteenth, a national holiday commemorating the end of slavery in the United States. On the same day, Mayor London Breed signed a proclamation recognizing Juneteenth as a holiday in San Francisco.	<input type="checkbox"/> Plan/Study
	<input type="checkbox"/> Capital Project Oversight/Delivery
	<input type="checkbox"/> Budget/Finance
	<input type="checkbox"/> Contract/Agreement
	<input checked="" type="checkbox"/> Other: <u>Employee Benefits</u>

BACKGROUND

Juneteenth, also known as "Juneteenth Independence Day," "Emancipation Day," "Emancipation Celebration," and "Freedom Day," is the oldest African American holiday observance in the United States. Juneteenth commemorates history of suffering and resilience experienced by African Americans who were first brought to this country stacked in the bottom of slave ships in a month-long journey across the Atlantic Ocean known as the "Middle Passage". In September 1862, President Lincoln issued the Emancipation Proclamation, warning the rebellious Confederate states that he would declare their slaves "forever free" if those states did not return to the Union by January 1, 1863. On January 31, 1865, Congress passed the Thirteenth Amendment to the United States Constitution, abolishing slavery throughout the United States and its territories. Juneteenth, or June 19, 1865, is considered the date when the last slaves in America were freed when General



Gordon Granger rode into Galveston, Texas, and issued General Order No. 3, almost two and one-half years after President Lincoln issued the Emancipation Proclamation.

DISCUSSION

Our agency currently observes the following 11 holidays: New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Indigenous People's Day, Veteran's Day, Thanksgiving, day after Thanksgiving, and Christmas Day. Adding Juneteenth as an observed paid holiday is an effort to foster a greater recognition of the horrors of slavery in the United States and the long history of inequality that follows emancipation and continues to this day. It also serves to help build the agency's values of racial equity, diversity and inclusion and to foster a culture of belonging for all.

FINANCIAL IMPACT

Total budgeted personnel expenditures will not increase; however, \$23,564 in salaries and corresponding fringe benefit expenditures may shift between other funds to Sales Tax Program.

CAC POSITION

None. The CAC does not advise on personnel matters.

SUPPLEMENTAL MATERIALS

None