

Agenda Summary Report (ASR)

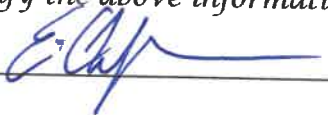
Franklin County Board of Commissioners

DATE SUBMITTED: 6/29/2022	PREPARED BY: Eric Wyant
Meeting Date Requested: 7/5/2022	PRESENTED BY: Eric Wyant
ITEM: (Select One) <input type="checkbox"/> Consent Agenda <input checked="" type="checkbox"/> Brought Before the Board Time needed: 10 minutes	
SUBJECT: Juneteenth Holiday Pay	
FISCAL IMPACT: The direct fiscal impact is difficult to calculate as department payrolls were not complete at the time of submission. Authorizing Juneteenth holiday pay does carry both a direct (time and a half pay for employees who work on the holiday) fiscal impact, and an indirect impact (lost productivity) for those employees who did not work the holiday when the courthouse was closed.	
BACKGROUND: Resolution 2021-157 updated the Holiday Policy to incorporate Juneteenth as a recognized County holiday. Since that policy was updated in August of 2021, contract negotiations have taken place with our bargaining units, and those groups that have settled their CBAs have had Juneteenth added as a holiday. Currently, there are five bargaining units within the Sheriff's Office that do not have Juneteenth in their CBAs. Of those five, three are on the consent agenda for approval at today's meeting, and the other two groups have tentatively agreed to add Juneteenth as a recognized holiday. It was discovered that an error was made with all of these groups that their payroll to be paid on July 7, 2022 had Juneteenth holiday pay on there, when it shouldn't have as there was no authority to pay it. In recognition that both the County and bargaining units have negotiated to include Juneteenth as a paid holiday, the requested action today is to approve the attached resolution which will authorize Juneteenth holiday pay in accordance with established holiday pay practices for each of the below affected bargaining units: <ul style="list-style-type: none">• Law Enforcement Deputies• Corrections Deputies• Corrections Lieutenants• Corrections Maintenance Technicians• Sheriff's Support Specialists	
RECOMMENDATION: Recommend approval of the resolution as presented	
COORDINATION: The payroll team and I were made aware of the issue on 6/29/22. After consulting with Accounting Supervisor T Anderson, it was determined that a resolution was the most effective way to address the issue. J Johnson, Chief Civil Deputy Prosecuting Attorney/Risk Manager completed legal review of the resolution and approved to form.	
ATTACHMENTS: (Documents you are submitting to the Board) 1. Resolution	

HANDLING / ROUTING: (Once document is fully executed it will be imported into Document Manager. Please list name(s) of parties that will need a pdf)

Thomas Westerman

I certify the above information is accurate and complete.

 Eric Wyant, HR Director

FRANKLIN COUNTY RESOLUTION _____

**BEFORE THE BOARD OF COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

AUTHORIZING HOLIDAY PAY FOR JUNETEENTH HOLIDAY

WHEREAS, Resolution 2021-157 updated the Franklin County Holiday Policy to recognize Juneteenth as a paid holiday; and

WHEREAS, County and Bargaining Unit representatives have been actively negotiating successor collective bargaining agreements which include Juneteenth as a paid holiday; and

WHEREAS, the Law Enforcement Deputies Guild, Corrections Deputies bargaining unit, Corrections Maintenance Technicians bargaining unit, Corrections Lieutenants bargaining unit, and the Sheriff's Support Specialist Guild are the remaining groups that do not have Juneteenth recognized as a paid holiday in their collective bargaining agreements; and

WHEREAS, collective bargaining agreements for these groups have either been ratified by the membership, or have been tentatively agreed to by County and Bargaining Unit representatives prior to June 19, 2022; and

WHEREAS, the Board of Franklin County Commissioners constitutes the legislative authority of Franklin County and deems this to be in the best interest of the County.

NOW, THEREFORE, BE IT RESOLVED the Franklin County Board of Commissioners does hereby authorize June 19, 2022 (Juneteenth) holiday pay for the above named groups in accordance with their established holiday pay practices.

APPROVED this ____ day of _____, 2022.

**BOARD OF COUNTY COMMISSIONERS
FRANKLIN COUNTY, WASHINGTON**

Chair

Chair Pro Tem

Member

ATTEST:

Clerk to the Board