

ORDINANCE NO. 220313

Amending Chapter 2, Code of Ordinances, by amending Section 2-1098 to change the City's recognized Juneteenth holiday to June 19<sup>th</sup>, consistent with the Federal Juneteenth holiday.

WHEREAS, the City Council passed Committee Substitute for Ordinance 210431 on May 27, 2021 to designate Juneteenth as a City holiday to be observed on the third Friday of June; and

WHEREAS, following the City's declaration of Juneteenth as a holiday, the United States Congress designated Juneteenth a Federal holiday to be observed on June 19<sup>th</sup>; and

WHEREAS, the City wishes to be consistent with the Federal holiday; NOW THEREFORE,

BE IT ORDAINED BY THE COUNCIL OF KANSAS CITY:

Section 1. That Chapter 2, Code of Ordinances, entitled "Administration," is hereby amended by repealing Section 2-1098 and enacting in lieu thereof a new section of like number and subject matter to read as follows:

**Sec. 2-1098. Holidays.**

(a) *Generally.* Employees shall observe and receive their regular compensation for the following holidays:

- (1) New Year's Day, January 1.
- (2) Martin Luther King's Birthday observance, the third Monday in January.
- (3) George Washington's Birthday observance, the third Monday in February.
- (4) Memorial Day, the last Monday in May.
- (5) Juneteenth, June 19.
- (6) Independence Day, July 4.
- (7) Labor Day, the first Monday in September.
- (8) Armistice Day, November 11.
- (9) Thanksgiving Day, the fourth Thursday in November.

- (10) Day after Thanksgiving, the fourth Friday in November.
- (11) Christmas Day, December 25.

When a holiday occurs on a Saturday, it shall be observed on the preceding Friday. When the holiday occurs on Sunday, it will be observed on the following Monday. Employees required to work on a holiday shall be given compensatory time off or compensated in money, for the time worked on the holiday.

(b) *Fire management personnel.* Employees of the Fire Department not allocated to classes covered by the provisions of any work agreement between the city and any union shall receive ten hours of holiday pay during the pay period in which the holiday occurs.

(c) *Local 500 - AFSCME.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 500 - American Federation of State, County and Municipal Employees shall observe and be compensated for holidays in accordance with the provisions of the work agreement in effect.

(d) *Local 42-IAFF.* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 42 - International Association of Fire Fighters shall observe and be compensated for holidays in accordance with the provisions of the work agreement in effect.

(e) *Local 3808-IAFF* Employees allocated to classes covered by the provisions of the work agreement between the city and Local 3808 – International Association of Fire Fighters shall observe and be compensated for holidays in accordance with the provisions of the work agreement in effect.

(f) *Religious holidays.* A regular employee who wishes to observe a religious holiday which is not an official city holiday as set out in this section may take leave not to exceed three days. This leave shall be charged to one of the following in the order listed:

- (1) Current vacation leave.
- (2) Leave without pay.

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Approved as to form and legality:

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Katherine Chandler  
Senior Associate City Attorney