



DATE: December 20, 2023

TO: Waste Management Authority Board

FROM: Timothy Burroughs, Executive Director
Pat Cabrera, Administrative Services Director

SUBJECT: Request to Adopt Juneteenth as a Paid Agency Holiday

SUMMARY

On December 14, 2023, staff requested that the Programs and Administration (P&A) Committee recommend that the WMA Board approve Juneteenth as a paid holiday. The P&A Committee approved forwarding this request to the Board for adoption.

DISCUSSION

Given the Agency's ongoing commitment to diversity, equity, and inclusion (DEI) principles, staff requests adding Juneteenth as a paid holiday to commemorate the abolishment of slavery in the United States, while also acknowledging the need to continue combating all forms of discrimination. Additionally, Juneteenth is both a federal and state holiday and several member agencies have also adopted the holiday. The number of Agency holidays is also comparable to our member agencies. The report submitted to the P&A Committee can be found here: [Juneteenth-memo.pdf](#)

The P&A Committee requested additional information regarding costs associated with this request.

Staff estimates the cost of a given holiday/vacation day by calculating the "productivity cost," meaning the cost an entity incurs for paid days off. Based on total salary and those benefits impacted by salary (e.g. retirement), the estimated productivity cost per Agency holiday is approximately \$27,000 per year.

In addition to considering estimated productivity costs, the Agency also considers objectives related to attracting and retaining excellent employees and remaining competitive in the workforce, and alignment with our values, including equity and inclusion.

Committee Action

By a vote of 8-2, the P&A Committee recommended that the WMA Board approve adding Juneteenth as a paid Agency holiday.

RECOMMENDATION

That the WMA Board approve adding Juneteenth as a paid Agency holiday.