

IMPACT STATEMENT

Legislation title: *Adopt Juneteenth as an annual Day of Remembrance and a paid holiday (ordinance).

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Presenter name: Cathy Bless

Purpose of proposed legislation and background information:

The ordinance authorizes Juneteenth as a paid holiday for city staff. Staff are encouraged to utilize the paid holiday for grieving, reflection, community engagement and healing. All city staff will participate in the paid holiday. Essential workers will receive a deferred holiday.

Financial and budgetary impacts:

Establishment of an additional paid holiday will have a financial impact Citywide, but one that is difficult to determine prospectively. For the non-represented workforce the primary cost is not financial, but realized in terms of lost productivity on the paid holiday. For 24/7 operations, or operations where personnel coverage is required on the paid holiday (e.g. Fire, Police, Emergency Communications, and some utility bureau functions), real financial impacts will be incurred. In these operations, employees working the paid holiday would likely receive a deferred holiday, and employees whose scheduled day off is on the paid holiday may also receive a deferred holiday. This will result in either increased overtime costs for coverage when employees take their deferred holiday or increase the cost of payouts for compensatory time off. Early estimates suggest that associated overtime expenses for an additional holiday totals approximately \$1 million across all funds; however, this cost would be distributed over time with the decision of employees to take paid leave.

Community impacts and community involvement:

Community members have shared feedback regarding institutional racism and anti-blackness. This ordinance is a direct result of the City of Portland’s commitment to establish an anti-racist culture within our workforce and community.

100% Renewable Goal:

This action has no impact on the City’s renewable energy goal.

Budgetary Impact Worksheet

Does this action change appropriations?

YES: Please complete the information below.

NO: Skip this section

Fund	Fund	Commitment	Functional	Funded	Grant	Sponsored	Amount
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	Center	Item	Area	Program		Program	