

SILICON VALLEY
ANIMAL CONTROL AUTHORITY

AGENDA ITEM

Holidays

RECOMMENDED MOTION

That the proposed name change from Columbus Day to Indigenous People's Day and that the Juneteenth Federal Holiday become one of SVACA's observed holidays be approved.

DISCUSSION

Staff is proposing changing our October holiday currently called Columbus Day to Indigenous People's Day to honor the first, native and/or original people. Columbus Day although celebrated every October reflects the demise of the history and culture of the Indigenous People.

Juneteenth is the first federal holiday to be created by Congress since 1983 and in 2021 became a federal holiday. Observing the Juneteenth holiday celebrated on June 19 allows us to celebrate the end of slavery and the independence of enslaved people. The fiscal impact is minimal as only three staff members will work the holiday.

We can't change history, but we can celebrate the history and contributions of all people.

DOCUMENTS ATTACHED

Holiday policy

3.02 HOLIDAYS

SVACA's office will be closed to observe the following holidays:

New Year's Day	Veteran's Day
Martin Luther King Jr. Birthday	Thanksgiving Day
President's Day	Day after Thanksgiving
Memorial Day	Christmas Eve
Juneteenth Day	Christmas Day
Independence Day	New Year's Eve
Labor Day	
Indigenous People's Day	

Employees scheduled to work on a holiday shall have their choice of the following compensation:

- Be paid his or her regular pay plus eight (8) additional hours of holiday pay; or
- Be paid his or her regular pay and covert eight (8) additional hours of holiday pay to 8 hours of "floating holiday" to be used within one year from the date of earning.

If a holiday falls on an employee's regular scheduled day off, the employee shall have their choice of the following compensation:

- Be paid eight (8) additional hours of holiday pay; or
- Convert eight (8) additional hours of holiday pay to 8 hours of "floating holiday" to be used within one year from the date of earning.

Employees not scheduled to work because of a holiday will be paid one day's pay at the straight time rate.

Holiday pay is defined as 8 hours pay at the employee's current straight time.

Approved by the SVACA Board of Directors September 24, 2001