



1 ADOPTED:  
2 EFFECTIVE:

3 SNOHOMISH COUNTY COUNCIL  
4 Snohomish County, Washington

5  
6 ORDINANCE NO. 22-023

7  
8 RELATING TO COUNTY EMPLOYMENT,  
9 AMENDING CHAPTER 3A.06 SCC

10  
11 **BE IT ORDAINED:**

12  
13 Snohomish County Code Section 3A.06.020, last amended by Amended Ordinance No. 20-074 on  
14 November 10, 2020, is amended to read:

15  
16 **3A.06.020 Holidays.**

17 A paid legal holiday is any day other than Sunday designated by RCW 1.16.050 as a legal holiday as that  
18 statute is constituted on the date of the occurrence of a holiday. An employee who is employed in a regular  
19 position of 20 hours per week or more is eligible for paid status on holidays. A maximum of eight hours  
20 pay will be paid for each holiday, provided that an employee who is on a work schedule of four 10-hour  
21 days mandated by the department head will be entitled to ten hours pay for holidays listed below. If the  
22 employee is entitled to no more than eight hours of holiday pay, but works four 10-hour days, the employee  
23 may use up to two hours of accrued leave through any combination of compensatory time, vacation leave,  
24 or may request pre-authorized additional work, or may take leave without pay. An employee in a regular  
25 part-time appointment shall receive holiday pay on a pro-rata basis. The following days are currently  
26 recognized as holidays with pay for all eligible employees:

27

28 New Year's Day	First day of January
29 Martin Luther King, Jr. Day	Third Monday of January
30 Presidents' Day	Third Monday of February
31 Memorial Day	Last Monday of May
32 <u>Juneteenth</u>	<u>Nineteenth day of June</u>
33 Independence Day	Fourth day of July
34 Labor Day	First Monday of September
35 Veterans' Day	Eleventh day of November
36 Thanksgiving Day	Fourth Thursday of November
37 Day after Thanksgiving	Day immediately following Thanksgiving Day
38 Christmas Day	Twenty-fifth day of December

39

40 (1) Floating Holidays. In addition to those holidays specified in this section, employees shall receive two  
41 floating holidays (maximum of eight hours each) during each calendar year. An employee who is on a work  
42 schedule of four 10-hour days mandated by the department head is entitled to a maximum of 10 hours pay  
43 for each floating holiday. An employee in a regular part-time appointment shall receive floating holidays  
44 on a pro-rata basis. Each employee may select the dates on which the employee desires to take the additional  
45 holidays provided for herein subject to approval of the supervisor except that an employee may, with prior  
46 notice, take one holiday for a personal emergency. These two floating holidays shall be used in the calendar  
47 year earned and are noncumulative and noncompensable upon termination. New employees shall be eligible

1 for floating holidays only upon completion of 60 calendar days of continuous employment. Employees  
2 hired after June 30 shall be eligible for one floating holiday during that calendar year.

3  
4 (2) Holidays Falling on Saturday, Sunday or other Regularly Scheduled Days Off. Any recognized holiday  
5 that falls on a Saturday will be observed on the preceding Friday. Any holiday that falls on a Sunday will  
6 be observed on the following Monday. If a holiday falls on one of the employee's regularly scheduled days  
7 off, other than Saturday or Sunday, the employee may take an alternative day off by arrangement between  
8 the employee and employer.

9  
10 (3) Holidays Occurring While on Paid Leave Status. Holidays that occur during vacation leave, sick leave  
11 or while on other paid leave status shall not be charged against such leave.

12  
13 (4) Work on Holidays. All work on holidays will be paid at one and one-half times the regular straight-  
14 time rate of pay for all hours worked in addition to the employee's regular holiday pay in accordance with  
15 this section. Compensatory time off in lieu of straight-time pay may be granted upon supervisor approval  
16 and shall be scheduled when the work load permits. All work on Thanksgiving Day and Christmas Day will  
17 be paid at two times the employee's regular straight-time rate of pay, and shall be in addition to the  
18 employee's regular holiday pay.

19  
20 (5) Forfeiture of Holiday Pay. An employee will forfeit his or her right to payment for any recognized  
21 holiday if he or she is on leave without pay or on leave that has not been approved on the last regular  
22 working day preceding such holiday or on the next regular working day following such holiday. An  
23 employee who is on sick leave on the day before or on the day after a holiday will receive holiday pay if  
24 approved by the department head, who may require a physician's statement that verifies employee's need  
25 for leave. An employee shall not be eligible for holiday pay when receiving "time loss" payments under the  
26 provisions of the Industrial Insurance Act, Title 51 RCW. However, if an employee supplements "time loss"  
27 benefits, holidays will accrue and be paid at the same rate of supplementation. This subsection shall not  
28 require forfeiture of payment for any holiday that would otherwise result solely from a furlough.

29  
30 PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

31  
32  
33 SNOHOMISH COUNTY COUNCIL  
34 Snohomish County, Washington

35  
36  
37 \_\_\_\_\_  
38 Council Chair

39 ATTEST:

40  
41  
42 \_\_\_\_\_  
43 Clerk of the Council

- 44  
45  
46 ( ) APPROVED  
47 ( ) EMERGENCY  
48 ( ) VETOED

1  
2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28  
29  
30  
31  
32  
33  
34  
35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47

DATE:

\_\_\_\_\_

County Executive

ATTEST:

\_\_\_\_\_

Approved as to form only:

Steve Bladek 5/10/2022  
Deputy Prosecuting Attorney



**Snohomish County Council**

**SNOHOMISH COUNTY COUNCIL**

**EXHIBIT #** 1

**FILE** ORD 22-023

**Committee:** Finance  
**ECAF:** 2022-0524  
**Proposal:** Ord. 22-023

**Analyst:** Jim Martin  
**Date:** May 17, 2022

**Consideration:**

Relating to County employment, amending Chapter 3A.06 SCC.

**Background**

Current Snohomish County Code indicates that a “paid legal holiday is any day other than Sunday designated by RCW 1.16.050 as a legal holiday”. In 2021, the State Legislature adopted the 19<sup>th</sup> day of June as “Juneteenth”, a legal holiday. As Snohomish County Code also lists the observed holidays, an update to code is necessary to include this new legal holiday for observance. Bargaining agreements have also been updated, after appropriate bargaining, to reflect the inclusion of Juneteenth, beginning in 2022.

**Current Proposal**

Amending SCC 3A.06 to include “Juneteenth” as a legal holiday to be observed beginning in 2022.

*Duration:* N/A

*Fiscal Implications:* N/A

**2022 Budget:** N/A

**Future Budget Impacts:** None.

**Handling:** Expedite

**Approved-as-to-form:** YES

**Risk Management:** N/A.

**Executive Recommendation:** APPROVE.

**Attachments:** See ECAF packet.

**Amendments:** NONE.

**Request:** Move to GLS on May 25<sup>th</sup> to set time and date for a public hearing.



# Snohomish County Council

SNOHOMISH COUNTY COUNCIL

## Legislation Text

EXHIBIT # 2

FILE ORD 22-023

File #: 2022-0524, Version: 1

### Executive/Council Action Form (ECAF)

**ITEM TITLE:**

Ordinance 22-023, relating to County employment, amending Chapter 3A.06 SCC

**DEPARTMENT:** CENTRAL HUMAN RESOURCES

**ORIGINATOR:** LESLIE THOMPSON

**EXECUTIVE RECOMMENDATION:** Approve - Ken Klein

**PURPOSE:** AMENDING CHAPTER 3A.06 SCC, ADDING JUNETEENTH AS A RECOGNIZED HOLIDAY

**BACKGROUND:** Click or tap here to enter text.

**FISCAL IMPLICATIONS:**

EXPEND: FUND, AGY, ORG, ACTY, OBJ, AU	CURRENT YR	2ND YR	1ST 6 YRS
<b>TOTAL</b>			

REVENUE: FUND, AGY, ORG, REV, SOURCE	CURRENT YR	2ND YR	1ST 6 YRS
<b>TOTAL</b>			

**DEPARTMENT FISCAL IMPACT NOTES:** Click or tap here to enter text.

**CONTRACT INFORMATION:**

ORIGINAL \_\_\_\_\_ CONTRACT# \_\_\_\_\_ AMOUNT \_\_\_\_\_  
 AMENDMENT \_\_\_\_\_ CONTRACT# \_\_\_\_\_ AMOUNT \_\_\_\_\_

**Contract Period**

ORIGINAL START \_\_\_\_\_ END \_\_\_\_\_



ECAF NO.:  
ECAF RECEIVED:

**ORDINANCE  
INTRODUCTION SLIP**

**SNOHOMISH COUNTY COUNCIL**

**EXHIBIT # 3**

**FILE ORD 22-023**

TO: Clerk of the Council

TITLE OF PROPOSED ORDINANCE:

~~~~~  
*Stephanie Wright*  
\_\_\_\_\_  
Councilmember Date  
~~~~~

Clerk's Action: Proposed Ordinance No. \_\_\_\_\_

Assigned to: \_\_\_\_\_ Date: \_\_\_\_\_

~~~~~  
**STANDING COMMITTEE RECOMMENDATION FORM**

On \_\_\_\_\_, the Committee considered the item and by \_\_\_\_ Consensus /  
\_\_\_\_ Yeas and \_\_\_\_ Nays, made the following recommendation:

\_\_\_\_\_ Move to Council to schedule public hearing \_\_\_\_\_

**Public Hearing Date \_\_\_\_\_ at \_\_\_\_\_**

\_\_\_\_\_ Move to Council as amended to schedule public hearing

\_\_\_\_\_ Move to Council with no recommendation

**This item \_\_\_\_ should/ \_\_\_\_ should not be placed on the Consent Agenda.**

(Consent agenda may be used for routine items that do not require public hearing and do not need discussion at General Legislative Session)

**This item \_\_\_\_ should/ \_\_\_\_ should not be placed on the Administrative Matters Agenda**

(Administrative Matters agenda may be used for routine action to set time and date for public hearings)

*Stephanie Wright*  
\_\_\_\_\_  
Committee Chair