



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19208

Proposed No. 2020-0403.2

Sponsors Balducci

1 AN ORDINANCE establishing October 12 of each year,
 2 Indigenous Peoples' Day, as a paid holiday for King
 3 County employees eligible for leave benefits; and
 4 amending Ordinance 12014, Section 23, as amended, and
 5 K.C.C. 3.12.230.

6 **STATEMENT OF FACTS:**

- 7 1. Popular sentiment is emerging for more formal acknowledgement and
 8 celebration of populations long resident in the region that have been
 9 historically ignored or suppressed.
- 10 2. The land that became the United States has been home for tens of
 11 thousands of years to indigenous communities, who built lifeways deeply
 12 tied to the land.
- 13 3. Over time, those communities developed ways of knowing, ways of
 14 being, ways of remembering, ways of praise and reverence, that were
 15 profoundly altered by European colonization starting in the seventeenth
 16 century.
- 17 4. The affirmation of these communities, and the remembrance of those
 18 ways contributes greatly to the ancient regional narrative and the store of
 19 human understanding and honors their continued contribution to the

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20 culture of the United States and King County.

21 5. In 2020 6.79 million indigenous people reside in the United States and

22 nearly 14,000 indigenous people reside in King County.

23 6. King County is situated on the historic lands of the Coast Salish

24 peoples.

25 7. October 12 each year provides an opportunity for celebration of

26 Indigenous Peoples' Day, and should be established as an observed

27 holiday for employees of King County.

28 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

29 SECTION 1. Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230 are

30 hereby amended to read as follows:

31 A. All employees eligible for comprehensive leave benefits shall be granted the

32 following designated holidays with pay:

33 1. January 1, New Year's Day;

34 2. Third Monday in January, Martin Luther King, Jr. Day;

35 3. Third Monday in February, President's Day;

36 4. Last Monday in May, Memorial Day;

37 5. July 4, Independence Day;

38 6. First Monday in September, Labor Day;

39 7. October 12, Indigenous Peoples' Day;

40 8. November 11, Veteran's Day;

41 ~~((8-))~~ 9. Fourth Thursday in November, Thanksgiving Day;

42 ~~((9-))~~ 10. Friday after Thanksgiving, Day after Thanksgiving;

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43 ~~((10.))~~ 11. December 25, Christmas Day; and

44 ~~((11.))~~ 12. For an employee who is eligible for comprehensive leave benefits, two
45 personal holidays, which shall be added to the employee's vacation bank in the second full
46 pay period of the calendar year or upon hire.

47 B. For holidays falling on a Saturday, the Friday before shall be a paid holiday.

48 For holidays falling on a Sunday, the Monday following shall be a paid holiday.

49 C. An employee must be eligible for comprehensive leave benefits and in a pay
50 status on the day before and the day following a holiday to be eligible for holiday pay.

51 However, an employee who has successfully completed at least five years of county service
52 and who retires at the end of a month in which the last regularly scheduled working day is
53 observed as a holiday, shall be eligible for holiday pay if the employee is in a pay status the
54 day before the day observed as a holiday. An employee otherwise eligible for holiday pay
55 shall not be ineligible as a result of not being in a pay status on the day before or after the
56 holiday due to budgetary furlough.

57 D. When a holiday falls on the scheduled day off of a full-time employee entitled
58 to comprehensive leave benefits who works other than a five-day, eight-hour schedule, the
59 employee shall be given a deferred holiday. The employee's supervisor shall jointly select
60 another day, preferably within the same pay period, for the employee to take as holiday.

61 Deferred holidays for a part-time employee eligible for comprehensive leave benefits shall
62 be prorated to the employee's schedule.

63 SECTION 2. The Indigenous People's Day holiday created under this ordinance
64 is subject to available funding resources and bargaining, taking into account the full range
65 of pay and benefits available to employees through the county's total compensation

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66 framework, as well as potential impacts to existing county services. The office of equity
67 and social justice shall consult with county employees who identify as Native American
68 and with tribes located within King County on whether October 12 is the preferred date
69 to designate the Indigenous Peoples' Day holiday with pay. After consulting with those
70 employees and tribes located within King County, if the office determines that a different
71 date is more appropriate to designate Indigenous Peoples' Day, then the office shall
72 transmit necessary legislation to change the October 12 date to the council before
73 December 31, 2021.

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74 SECTION 3. Section 1 of this ordinance takes effect January 1, 2022. Section 2
75 of this ordinance takes effect January 1, 2021.
76

Ordinance 19208 was introduced on 11/10/2020 and passed as amended by the Metropolitan King County Council on 11/17/2020, by the following vote:

Yes: 6 - Ms. Balducci, Mr. Dembowski, Ms. Kohl-Welles, Mr. McDermott, Mr. Upthegrove and Mr. Zahilay
No: 3 - Mr. Dunn, Ms. Lambert and Mr. von Reichbauer

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

DocuSigned by:
Claudia Balducci
7E1C273CE9994B6...

Claudia Balducci, Chair

ATTEST:

DocuSigned by:
Melani Pedroza
8DE1BB375AD3422...

Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 11/30/2020, _____.

DocuSigned by:
Dow Constantine
4FBCAB8196AE4C6...

Dow Constantine, County Executive

Attachments: None

Certificate Of Completion

Envelope Id: 495600A119F74D6D8702825AE41EED04	Status: Completed
Subject: Please DocuSign: Ordinance 19208.docx	
Source Envelope:	
Document Pages: 5	Signatures: 3
Certificate Pages: 5	Initials: 0
AutoNav: Enabled	Envelope Originator:
Envelopeld Stamping: Enabled	Angel Allende
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	Suite 100
	Seattle, WA 98104
	Angel.Allende@kingcounty.gov
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Signer Events

Claudia Balducci
 claudia.balducci@kingcounty.gov
 King County General (ITD)
 Security Level: Email, Account Authentication (None)

Signature

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Melani Pedroza
 melani.pedroza@kingcounty.gov
 Clerk of the Council
 King County Council
 Security Level: Email, Account Authentication (None)

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 dow.constantine@kingcounty.gov
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In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
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Bailey Bryant bailey.bryant@kingcounty.gov Security Level: Email, Account Authentication (None) Electronic Record and Signature Disclosure: Not Offered via DocuSign	<div style="border: 2px solid blue; padding: 5px; display: inline-block;">COPIED</div>	Sent: 11/23/2020 11:55:27 AM Viewed: 11/23/2020 1:26:29 PM
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Witness Events	Signature	Timestamp
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Envelope Summary Events	Status	Timestamps
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Certified Delivered	Security Checked	11/30/2020 2:12:54 PM
Signing Complete	Security Checked	11/30/2020 2:13:33 PM
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Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
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