



THE PRINCE GEORGE'S COUNTY GOVERNMENT

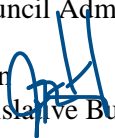
Office of Audits and Investigations


September 23, 2020

MEMORANDUM

TO: Robert J. Williams, Jr.
Council Administrator

William M. Hunt
Deputy Council Administrator

THRU: Josh Hamlin 
Senior Legislative Budget and Policy Analyst

FROM: Isabel Williams 
Senior Legislative Budget and Policy Analyst

RE: Fiscal Impact Statement
CR-058-2020 Regular County Holidays – Juneteenth Day

CB-058-2020 (Proposed and presented by: The Chair of the Council at the request of the County Executive)

Assigned to the Committee of the Whole

AN ACT CONCERNING REGULAR COUNTY HOLIDAYS – JUNETEENTH DAY for the purpose of recognizing the end of slavery and to celebrate the history, culture and accomplishments of African Americans in Prince George's County, Maryland, and across the nation by establishing June 19th as Juneteenth Day to be observed as a regular County holiday in Prince George's County, Maryland.

Fiscal Summary

Direct Impact:

Expenditures: Additional expenditures totaling approximately \$1.4 million per year.

Revenues: None.

Indirect Impact:

There will be lost productivity for employees that would otherwise work on the holiday valued at approximately \$1.0 million per year.

Legislative Summary:

CB-58-2020 seeks to recognize the end of slavery and to celebrate the history, culture and accomplishments of African Americans in Prince George's County, Maryland, and across the nation by establishing June 19th as Juneteenth Day to be observed as a regular County holiday in Prince George's County.

Current Law/Background:

Section 16-219 of the Prince George's County Code defines the regular holidays for employees who are employed by Prince George's County. Currently, the holidays recognized are: New Year's Day, Martin Luther King's Birthday, Presidential Inauguration Day, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, County Employees' Appreciation Day, and Christmas Day. Section 16-219(b) provides that the County Executive shall establish the dates of observance for each of the regular holidays, and that the dates of observance shall be within seven (7) days of the generally recognized date of observance and shall not be a Saturday or Sunday.

Resource Personnel:

Rhonda L. Weaver, Esq., County Attorney, Office of Law
Shawn Stokes, OHRM - Office of Human Resources Management

Discussion/Policy Analysis:

CB-58-2020 would add Juneteenth Day to the list of recognized County holidays in §16-219 of the County Code. It would also amend § 1-106.03 of the Code to add Juneteenth Day, June 19, to the identified days for display of the flag.

Juneteenth celebrates June 19, which marks the date in 1865, that the last enslaved people in America learned of slavery's end, more than two years after President Abraham Lincoln signed the Emancipation Proclamation.¹ The day is that in which word of emancipation reached people in Galveston, on the Gulf Coast of Texas.² The news was accompanied by Union Army Major General Gordon Granger's announcement that the Civil War had ended.³ 155 years later, the holiday is slowly becoming recognized

¹ <https://www.11alive.com/article/news/community/atlanta-juneteenth-events-and-protests-2020/85-9047a2dc-f5a1-4d99-a1a1-16f116d7a3d9>

² Id.

³ https://www.cbs46.com/news/juneteenth-events-and-marches-across-georgia/article_7e66195c-b1d5-11ea-a02b-5f727aedd7da.html

by companies across the US as a paid holiday.⁴ Juneteenth is currently recognized as a holiday in multiple other municipalities including New York, Atlanta, and Chicago.⁵

The most recent census data shows Prince George County is 61.3% African American.⁶ The County benefits economically, intellectually, culturally, and socially from the richness and strength of its diversity and such legislation may promote an inclusive community for all residents. The ability of County employees to provide high quality customer service is likely enhanced when County employees know that their ethnic and cultural identities are recognized and celebrated, though such recognition may impact the daily activities of a significant number of County residents on that day.

Fiscal Impact:

Enactment of CB-58-2020 will have a negative fiscal impact on the County of approximately \$2.4 million per year. The cost of holiday premium pay, holiday productive time, and overtime pay associated with the holiday for employees that have to work on the holiday is approximately \$1.4 million per year. The value of non-productive time or all employees on Holiday Leave is approximately \$1.0 million.

Appropriated in the Current Fiscal Year Budget

No.

Effective Date of Proposed Legislation

Forty-five (45) calendar days after it becomes law.

If you require additional information, or have questions about this fiscal impact statement, please call me.

⁴ Id.

⁵ <https://www.bbc.com/news/world-us-canada-53113555>; <https://www.11alive.com/article/news/community/atlanta-juneteenth-events-and-protests-2020/85-9047a2dc-f5a1-4d99-a1a1-16f116d7a3d9>; <http://www.chicagotribune.com/business/ct-biz-chicago-companies-juneteenth-holiday-20200616-5c2fj3yi7beufc7aeacegpn5ty-story.html>

⁶ <https://datausa.io/profile/geo/prince-george%27s-county-md/>