

**SUBSTITUTE NO. 1 TO ORDINANCE NO. 20-043**

**AN ORDINANCE TO AMEND CHAPTER 40 OF THE CITY CODE TO PERMANENTLY ADD JUNETEENTH TO CITY EMPLOYEE HOLIDAYS WITH PAY**

**Rev. 1  
#4855**

**Sponsors:**

**Council  
Members  
Guy  
Dixon**

**Co-Sponsor:**

**Council  
Member  
Turner**

**WHEREAS**, the City Council deems it necessary and appropriate, consistent with the nation-wide movement for observance, to amend Chapter 40 of the City Code regarding City employee holidays with pay, to add Juneteenth, also referred to as Freedom Day, that commemorates the abolition of slavery on June 19, 1865, the day that the news of the Emancipation Proclamation finally reached some of the last people in America still held in bondage.

**NOW, THEREFORE, THE COUNCIL OF THE CITY OF WILMINGTON  
HEREBY ORDAINS:**

**SECTION 1.** Chapter 40 of the City Code is hereby amended by amending Section 40-332 “Holidays with pay” by adding the following underlined language:

**ARTICLE V. - BENEFITS.**

**DIVISION 1. - LEAVES OF ABSENCE, VACATION AND HOLIDAY.**

**Section 40-332. - Holidays with pay.**

(a) The following and such other days as the mayor may designate shall be holidays with pay for eligible employees: New Year’s Day; the third Monday in January, known as Martin Luther King Jr.’s Birthday; the third Monday in February, known as Presidents’ Day; Good Friday; the last Monday in May, known as Memorial Day; June 19th, Juneteenth, known as Freedom Day; the fourth day of July, known as Independence Day; the first Monday in September, known as Labor Day; the fourth Monday in October, known as Veterans’ Day; Thanksgiving Day, whenever proclaimed, and the Friday after Thanksgiving; Christmas Day; and the day of general election as it biennially occurs.

**SECTION 2.** This Ordinance shall be deemed effective as of May 1, 2021.

First Reading . . . . . August 27, 2020  
Second Reading . . . August 27, 2020  
Third Reading . . . . .

Passed by City Council,

\_\_\_\_\_  
President of City Council

ATTEST: \_\_\_\_\_  
City Clerk

Approved this \_\_\_\_ day of \_\_\_\_\_, 2020.

\_\_\_\_\_  
Mayor

**SYNOPSIS:** This Substitute Ordinance amends Chapter 40 of the City Code, Section 40-332(a), by permanently adding Juneteenth, also referred to as Freedom Day, to the list of City employee holidays with pay to commemorate the abolition of slavery on June 19, 1865, the day that the news of the Emancipation Proclamation finally reached some of the last people in America still held in bondage. The Substitute Ordinance shall be deemed effective as of May 1, 2021.

**FISCAL IMPACT:** The fiscal impact of adding an additional holiday, inclusive of salaries and benefits, is just over \$249,000 on an annualized basis. The annual cost of a Juneteenth holiday has been determined the same way that the cost of all current existing holidays have been calculated. This fiscal impact total assumes that employees in the Police (FOP Local 1) and Fire (IAFF Local 1590) unions will have the holiday rolled into their base pay (subject to negotiations); employees in the white collar (AFSCME Local 1102) and blue collar (AFSCME Local 320) unions will receive overtime only if they work on the holiday; and nonunion employees will receive no additional pay. All costs are based on FY 2021 budgeted salaries and benefits.

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