



KING COUNTY

1200 King County Courthouse
516 Third Avenue
Seattle, WA 98104

Signature Report

Ordinance 19441

Proposed No. 2022-0013.2

Sponsors von Reichbauer

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

7 **STATEMENT OF FACTS:**

8 1. Popular sentiment is emerging for more formal acknowledgement and
 9 celebration of populations long resident in the region that have been
 10 historically ignored or suppressed.

11 2. The land that became the United States has been home for tens of
 12 thousands of years to indigenous communities, who built lifeways deeply
 13 tied to the land.

14 3. Over time, those communities developed ways of knowing, ways of
 15 being, ways of remembering, ways of praise and reverence, that were
 16 profoundly altered by European colonization starting in the seventeenth
 17 century.

18 4. The affirmation of these communities, and the remembrance of those
 19 ways contributes greatly to the ancient regional narrative and the store of

Ordinance 19441

20 human understanding and honors their continued contribution to the
21 culture of the United States and King County.

22 5. In the 2020 US Census, approximately 60,000 people in King County
23 identified as American Indian/Alaskan Native alone or in combination
24 with one or more other race categories.

25 6. King County is situated on the historic lands of the Coast Salish
26 peoples.

27 7. In November 2020, Ordinance 19208 stated that October 12 each year
28 provides an opportunity for celebration of Indigenous Peoples' Day and
29 established this date as an observed holiday for employees of King
30 County.

31 8. Ordinance 19208 required that the office of equity and social justice
32 consult with county employees who identify as Native American and with
33 tribes located within King County on whether October 12 is the preferred
34 date to designate the Indigenous Peoples' Day holiday with pay.

35 9. Ordinance 19208 also required that, after consulting with those
36 employees and tribes located within King County, if the office determines
37 that a different date is more appropriate to designate Indigenous Peoples'
38 Day, then the office shall transmit necessary legislation to change the
39 October 12 date to the council before December 31, 2021.

40 10. During 2021, the office of equity and social justice consulted with
41 employees who identify as Native American through the Native American
42 Leadership Council, and the executive, executive staff and other King

Ordinance 19441

43 County staff engaged in government-to-government consultation with the
44 Muckleshoot, Suquamish, Tulalip, Duwamish, Puyallup and Snoqualmie
45 tribes.

46 11. This engagement indicated either a preference for or no objection to
47 establishing the second Monday in October as Indigenous Peoples' Day
48 rather than October 12.

49 BE IT ORDAINED BY THE COUNCIL OF KING COUNTY:

50 SECTION 1. Ordinance 12014, Section 23, as amended, and K.C.C. 3.12.230 are
51 hereby amended to read as follows:

52 A. All employees eligible for comprehensive leave benefits shall be granted the
53 following designated holidays with pay:

- 54 1. January 1, New Year's Day;
- 55 2. Third Monday in January, Martin Luther King, Jr., Day;
- 56 3. Third Monday in February, President's Day;
- 57 4. Last Monday in May, Memorial Day;
- 58 5. June 19, Juneteenth;
- 59 6. July 4, Independence Day;
- 60 7. First Monday in September, Labor Day;
- 61 8. Second Monday in October (~~(12)~~), Indigenous Peoples' Day;
- 62 9. November 11, Veteran(~~(s)~~)s Day;
- 63 10. Fourth Thursday in November, Thanksgiving Day;
- 64 11. Friday after Thanksgiving, Day after Thanksgiving;
- 65 12. December 25, Christmas Day; and

Ordinance 19441

66 13. For an employee who is eligible for comprehensive leave benefits, two
67 personal holidays, which shall be added to the employee's vacation bank in the second
68 full pay period of the calendar year or upon hire.

69 B. For holidays falling on a Saturday, the Friday before shall be a paid holiday.
70 For holidays falling on a Sunday, the Monday following shall be a paid holiday.

71 C. An employee must be eligible for comprehensive leave benefits and in a pay
72 status on the day before and the day following a holiday to be eligible for holiday pay.
73 However, an employee who has successfully completed at least five years of county
74 service and who retires at the end of a month in which the last regularly scheduled
75 working day is observed as a holiday, shall be eligible for holiday pay if the employee is
76 in a pay status the day before the day observed as a holiday. An employee otherwise
77 eligible for holiday pay shall not be ineligible as a result of not being in a pay status on
78 the day before or after the holiday due to budgetary furlough.

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

Ordinance 19441

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

Ordinance 19441 was introduced on 2/1/2022 and passed by the Metropolitan King County Council on 5/17/2022, by the following vote:


Yes: 9 - Balducci, Dembowski, Dunn, Kohl-Welles, Perry, McDermott, Upthegrove, von Reichbauer and Zahilay

KING COUNTY COUNCIL
KING COUNTY, WASHINGTON

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7E1C273CE9994B6...
Claudia Balducci, Chair

ATTEST:

DocuSigned by:

8DE1BB375AD3422...
Melani Pedroza, Clerk of the Council

APPROVED this _____ day of 6/2/2022, _____.

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Dow Constantine, County Executive

Attachments: None

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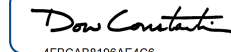
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Operating Systems:	Windows® 2000, Windows® XP, Windows Vista®; Mac OS® X
Browsers:	Final release versions of Internet Explorer® 6.0 or above (Windows only); Mozilla Firefox 2.0 or above (Windows and Mac); Safari™ 3.0 or above (Mac only)
PDF Reader:	Acrobat® or similar software may be required to view and print PDF files
Screen Resolution:	800 x 600 minimum

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