



**WAKE COUNTY BOARD OF COMMISSIONERS  
RESOLUTION  
to Adopt Juneteenth as a County Holiday**

**WHEREAS**, the Board of Commissioners maintains the right to modify its personnel ordinance and policy to affect a more desirable result for eligible employees; and

**WHEREAS**, the month of June is the time that many in our nation, recognize Juneteenth as the holiday that celebrates Emancipation Day, the day in history when the last state ratified the Emancipation Proclamation; and

**WHEREAS**, this date marks the time period where African Americans of Texas received notice from President Lincoln that slavery had been abolished a declaration that was codified in the 13th amendment of the Constitution of the United States of America; and

**WHEREAS**, June 19th also marks the day that African Americans in the southern states exercised independence from those who benefitted from their labors in the founding of this nation; and

**WHEREAS**, the journey of African Americans represents both great achievements and great hardship; and

**WHEREAS**, our nation is currently witnessing the injustice of the African American journey that have existed for far too long, this June 19th celebration weighs heavily on our hearts and our minds in the aftermath of the murder of George Floyd and others who have not been treated equally under the law; and

**WHEREAS**, the pain and anguish displayed on our national stage developed from generations of systemic racism that impacts our employees and community; and,

**WHEREAS**, this Board is committed to identifying actionable items to improve policies and procedures, to improve access to opportunities and to ensure that employees do not experience inequities in Wake County Government; and

**WHEREAS**, we value diversity and are united in our opposition to racism and hate. We stand in solidarity with our African American employees and their families.

**NOW THEREFORE, BE IT RESOLVED** that Wake County Government does hereby recognize June 19 as Juneteenth, which shall be a paid holiday for Wake County Government Employees.

**ADOPTED** this the 6th day of July 2020.

  
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Gregory D. Ford, Chairman  
Wake County Board of Commissioners

**ORDINANCE REGARDING HOLIDAYS FOR WAKE COUNTY  
GOVERNMENT EMPLOYEES**

**WHEREAS**, the Board of Commissioners determines the eligibility of leave benefits for Wake County Government Employees; and

**WHEREAS**, the Board of Commissioners maintains the right to modify its personnel ordinance and policy to affect a more desirable result for eligible employees; and

**WHEREAS**, such modifications are needed to clarify and codify the practices and guidelines regarding the administration of absences and paid leave under Section 31.08 Workdays and Absence; and

**WHEREAS**, this ordinance should resolve all previous versions of Section 31.08 Workdays and Absences and serve as the guide for absences and paid leave;

**NOW, THEREFORE, BE IT ORDAINED** by the Board of Commissioners of Wake County that:

Effective January 1, 2021, Section 3, Chapter 31 of the Personnel Ordinance, subsections 31.08 (B) Holidays is hereby amended as set forth below:

**Section 31.08 Workdays and Absences**

(B) *Holidays.*

- (1) The following days and the other days as the Board of Commissioners may designate are holidays for the county government employees:
  - (a) New Year's Day;
  - (b) Martin Luther King Jr. Day;
  - (c) Good Friday;
  - (d) Memorial Day;
  - (e) Independence Day;
  - (f) Labor Day;
  - (g) Veteran's Day;
  - (h) Thanksgiving Day (two days);
  - (i) Christmas Day (three days); and
  - (j) Juneteenth

Adopted this the 6/12 day of July of 2020.