

**RESOLUTION 2024-###**

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SAN PABLO AUTHORIZING THE RENAMING OF CITY RECOGNIZED HOLIDAY FROM COLUMBUS DAY TO INDIGENOUS PEOPLES' DAY/COLUMBUS DAY AND AUTHORIZING THE CITY MANAGER OR HIS DESIGNEE TO EXECUTE SIDE LETTERS TO THE MEMORANDA OF UNDERSTANDING FOR THE PERIOD JULY 1, 2022 TO JUNE 30, 2027, FOR ASSOCIATION OF INTERMEDIATE EMPLOYEES AND SAN PABLO POLICE EMPLOYEES ASSOCIATION CHANGING CITY RECOGNIZED HOLIDAY FROM COLUMBUS DAY TO INDIGENOUS PEOPLES' DAY AND UPDATE SPPEA HOLIDAY PAY LANGUAGE TO CLARIFY AND REFLECT CURRENT HOLIDAY PAY PRACTICE AND TO EXECUTE MODIFICATIONS TO THE TERMS OF EMPLOYMENT AND SCHEDULE OF BENEFITS OF DIVISION MANAGERS, CONFIDENTIAL EMPLOYEES, EXECUTIVE MANAGEMENT, AND CONTRACT EMPLOYEES, RENAMING CITY RECOGNIZED HOLIDAY FROM COLUMBUS DAY TO INDIGENOUS PEOPLES' DAY/COLUMBUS DAY; FOR THE PERIOD JULY 1, 2022 TO JUNE 30, 2027**

WHEREAS, Build a Healthy Community is a major policy goal contained in the FY 2023-25 City Council Priority Workplan. Adopting this resolution to include Indigenous Peoples' Day aligns with Major Policy Priority #101, "Continue Development of Multi-Diversity, Equity and Inclusion Practices in All City Programs and Services";

WHEREAS, the request to rename Columbus Day to Indigenous Peoples' Day as the City's observed holiday originates from a recommendation by the City's Diversity, Equity, Inclusion, and Belonging (DEIB) officers. This proposal aims to acknowledge and celebrate the contributions, cultures, and histories of Indigenous peoples, while also addressing historical injustices and fostering a more inclusive community;

WHEREAS, Indigenous Peoples' Day was established to recognize and honor the significant impact of Indigenous cultures and histories in the face of historical injustices. It provides an opportunity to educate the community about the rich heritage of Indigenous peoples and to reflect on the contributions they have made to society;

WHEREAS, adding Indigenous Peoples' Day to the City's observed holidays would align with the City's values of inclusivity and respect for all cultures. It would provide a platform for Indigenous communities to be recognized and celebrated, fostering greater cultural understanding and engagement within the City;

WHEREAS, the current Labor Agreements between the City of San Pablo and the various represented, and unrepresented groups have Memoranda of Understanding (MOU's), Terms of Employment or Schedule of Benefits in effect July 1, 2022 – June 30, 2027;

WHEREAS, currently the Memoranda of Understanding, Terms of Employment or Schedule of Benefits provide observance of only Columbus Day on the second Monday of October;

WHEREAS, the City has been successful in reaching agreement with the following recognized employee represented organizations: SPPEA and AIE to revise the MOU to rename the observed holiday from Columbus Day to Indigenous Peoples' Day. The signed side-letters, all of which are subject to approval by the City Council, are attached to this Resolution; and

WHEREAS, the City and SPPEA have successfully reached agreement to also update language in Section 13 Holiday to provide clarity and better reflect the current holiday pay practice.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of San Pablo hereby recognizes the City observed holiday as Indigenous Peoples' Day/Columbus Day, and authorizes the City Manager or his designee to execute Side-Letters to Memoranda of Understanding with represented groups SPPEA and AIE to change the City observed holiday to Indigenous Peoples' Day and update SPPEA holiday pay language for clarity and to reflect current practice, and Modifications to the Terms of Employment and Schedule of Benefits for unrepresented employees, to rename the observed holiday to Indigenous Peoples' Day/Columbus Day.

\* \* \* \* \*

ADOPTED this 16<sup>TH</sup> day of September 2024, by the following votes:

AYES: COUNCILMEMBERS:  
NOES: COUNCILMEMBERS:  
ABSENT: COUNCILMEMBERS:  
ABSTAIN: COUNCILMEMBERS:

ATTEST:

APPROVED:

\_\_\_\_\_  
Dorothy Gantt, City Clerk

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Patricia Ponce, Mayor