

**AN ORDINANCE AMENDING CHAPTER 4 OF THE CARRBORO TOWN CODE TO
REVISE HOLIDAY COMPENSATION FOR SHIFT PERSONNEL**

THE BOARD OF ALDERMEN OF THE TOWN OF CARRBORO ORDAINS:

Section 1: Article VII of Chapter 4 of the Carrboro Town Code is amended by deleting all current existing provisions of Section 4-52 Holidays: Compensation When Work is Required or Regularly Scheduled Off for Shift Personnel and replaced with the following provisions as follows:

Section 4-52 Holidays: Compensation for Public Safety Shift Personnel (Amend.
07/01/2019)

Sworn shift police and fire personnel, whether on duty or not, shall receive pay for all eleven Town holidays as the holidays occur. Sworn shift police officers shall receive pay at straight time for the number of hours equivalent to a regularly scheduled shift, i.e. 8.4 hours or 12 hours. Shift fire personnel shall receive pay for the holidays at 11 hours of straight time per holiday. Compensatory time shall not be awarded or accrued for holiday compensation when shift personnel are required to work on a holiday. No holiday compensation for hours worked shall be accrued by an employee.

Because the Town continues to operate emergency services seven days a week, twenty-four hours per day, public safety personnel working a shift may be required to work on scheduled holidays. When shift public safety personnel are required to work on a scheduled holiday, the employee shall receive regular pay for all hours actually worked. Holiday pay shall not be factored into overtime pay; however, in accordance with the Fair Labor Standards Act (FLSA), all hours actually worked shall be factored into overtime calculations, including those hours worked on scheduled holidays.

Section 2. All provisions of any Town ordinance in conflict with this ordinance are repealed.

Section 3. This ordinance shall become effective upon July 1, 2019 for shift police personnel and January 1, 2020 for shift fire personnel¹.

The foregoing ordinance, having been submitted to a vote, received the following vote and was duly adopted this ____ day of _____, 2019.

Ayes: _____

Noes: _____

Absent or Excused: _____

¹ Shift fire personnel currently receive all holiday hours at January 1; therefore, this calendar year, some firefighters have used all or most of their available hours.