

Introduced by \_\_\_\_\_

First Reading \_\_\_\_\_

Second Reading \_\_\_\_\_

Ordinance No. \_\_\_\_\_

Council Bill No. B 307-16

**AN ORDINANCE**

amending Chapter 19 of the City Code relating to payment of floating holidays for certain fire department employees; and fixing the time when this ordinance shall become effective.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF COLUMBIA, MISSOURI, AS FOLLOWS:

SECTION 1. Chapter 19 of the Code of Ordinances of the City of Columbia, Missouri, is hereby amended as follows:

Material to be deleted in ~~strikeout~~; material to be added underlined.

Sec. 19-121. Holidays.

Following local and national custom in order to allow city employees to celebrate certain holidays by having a day off work without loss of pay, the following provisions shall apply:

(a) Permanent employees shall be entitled to the following designated paid holidays:

- (1) New Year's Day, January 1;
- (2) Memorial Day, the last Monday in May;
- (3) Independence Day, July 4;
- (4) Labor Day, the first Monday in September;
- (5) Thanksgiving Day, the fourth Thursday in November;
- (6) Christmas Day, December 25.

(b) Permanent employees shall be entitled to a paid holiday, to honor Martin Luther King, Jr., on the third Monday in January. Rather than time off, fire department shift employees shall receive additional compensation in the amount of eleven and one-quarter (11.25) hours at their regular pay. All other permanent employees shall receive time off or their regular compensation in accordance with the terms of this section.

(c) Permanent employees, upon completion of twelve (12) continuous months of service, shall be entitled to four (4) floating holidays per fiscal year and granted on October 1st of each year. Newly hired permanent employees shall have these four (4) floating

holidays prorated for the remainder of the fiscal year following their first twelve (12) continuous months of service.

- (1) Upon leaving city service, an employee shall be reimbursed for accrued floating holidays, provided that in the case of resignation, required notice has been given. (See section 19-202.)
- (2) An employee may accrue a maximum of ten (10) floating holidays. An employee shall receive pay at the regular rate at the end of each fiscal year for each hour of floating holiday which the employee would have accrued if the maximum accrual limit had not been established.
- (3) Floating holiday leave must be requested at least two (2) calendar days in advance. Exceptions to this provision may be granted by an employee's supervisor.
- (4) In order to ensure fire department constant staffing requirements are met, employees of the fire department may not take floating holiday hours unless approved, in advance, by the department head, or duly authorized representative. If a request to use floating holiday hours is denied, the employee may be paid in lieu of such leave at the regular rate of pay during the next regular pay period. This subsection shall not apply to unclassified positions or civilian employees in the fire department.

...

SECTION 2. This ordinance shall be in full force and effect from and after its passage.

PASSED this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

ATTEST:

\_\_\_\_\_  
City Clerk

\_\_\_\_\_  
Mayor and Presiding Officer

APPROVED AS TO FORM:

\_\_\_\_\_  
City Counselor