

ORDINANCE NO. 330

**AN ORDINANCE
AUTHORIZING HOLIDAY PAY/LEAVE; REPEALING ORDINANCES IN CONFLICT;
PROVIDING FOR SEVERANCE AND AN EFFECTIVE DATE**

WHEREAS, the Town of Fulton has promulgated its Personnel Policy for all its employees; and

WHEREAS, said Personnel Policy does not make provision for holiday pay/leave while the Town, for the protection of the health, safety and welfare of the community, requires certain employees to work on designated holidays; and

WHEREAS, it is the desire of the Town Council to make provision for holiday pay/leave for those employees who are required to work on designated holidays.

NOW, THEREFORE, BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF FULTON:

Section 1. That the Town of Fulton Personnel Policy be amended by adding the following to Compensation, Chapter 5 thereof:

“Holiday pay/leave:

1. All full-time non-exempt employees shall receive eight (8) hours of holiday pay/leave on designated holidays, except on their personal floating days off provided in Chapter 7 hereof.
2. If a full-time non-exempt employee is required to work on a designated holiday, such employee will receive holiday pay/leave provided above. Actual hours worked will be paid at one and one-half (1 ½) times such employee’s regular pay rate.
3. For example: if an employee works five (5) hours on Christmas Day, the employee shall receive holiday pay/leave for three (3) hours and holiday overtime pay for the five (5) hours actually worked calculated at one and one-half (1 ½) times such employee’s regular pay rate.
4. All regular part-time employees, except seasonal part-time employees, shall be entitled to the holiday pay/leave provided for herein.
5. Holiday pay as provided herein shall be applied to any non-exempt police officer.
6. Holiday pay/leave time does not count as hours worked for the basis of calculating overtime eligibility.”

Section 2. Any previously adopted ordinance, resolution, rule, regulation or policy in conflict with this Ordinance is hereby repealed.

Section 3. If any provision, section, clause or phrase of this Ordinance, or the application of same to any person or set of circumstances is, for any reason held to be unconstitutional, void or invalid, the validity of the remaining portions of this Ordinance shall not be affected thereby, it being the intent of the Town Council in adopting this

Ordinance that no portion hereof, or provisions or regulations contained herein, shall become inoperative or fail by reason of any unconstitutionality of any other portion hereof, and all provisions of this Ordinance are declared severable for that purpose.

Section 4. This Ordinance is effective from and upon its passage.

PASSED AND APPROVED this the 19th day of November, 2025.

TOWN OF FULTON

Kellie Cole, Mayor

ATTEST:

Stephanie Garcia, City Secretary