

STATE OF GEORGIA

COUNTY OF WALTON

A RESOLUTION TO AMEND SECTION 300, PARAGRAPH 5 OF THE WALTON COUNTY CIVIL SERVICE PERSONNEL RULES AND REGULATIONS

WHEREAS, the Board of Commissioners of Walton County, Georgia desires to amend the Walton County Civil Service Personnel Rules and Regulations regarding holiday pay for Emergency Medical Services employees;

WHEREAS, Section 100, Paragraph 5 of the Walton County Civil Service Personnel Rules and Regulations authorizes the Walton County Board of Commissioners to amend or change said rules and regulations by resolution, “so long as such amendments or changes do not adversely affect a property interest of the covered employees or modify the relationship between the governing authority and the other appointing authorities”; and

WHEREAS, the amendment to the Walton County Civil Service Personnel Rules and Regulations hereby adopted does not adversely affect a property interest of the covered employees or modify the relationship between the governing authority and the other appointing authorities,

NOW THEREFORE, it is hereby **RESOLVED** that:

Section 300, Paragraph 5 of the Walton County Civil Service Personnel Rules and Regulations is hereby amended to read:

5. Holidays – The following holidays shall be observed by county employees except for those employees required to be on regular duty on a holiday:

New Year’s Day

Martin Luther King, Jr. Day

Good Friday

Memorial Day

Independence Day

Labor Day

Half day Wednesday before Thanksgiving

Thanksgiving Day and the following Friday

Half day preceding Christmas Eve, Christmas Eve and Christmas Day

- a. Employees shall be paid for holidays except for those employees of the Fire Department or Sheriff’s Office required to be on regular duty. Employees may be required to work during the above holidays. If a holiday falls on Saturday, it will generally be observed on the preceding Friday. If the holiday falls on Sunday, it will generally be observed on the following Monday. Employees who have accrued holidays may continue to take them; however, accrued holidays taken will not be counted as hours worked for the purposes of overtime calculations and shall be taken before accrued annual leave.
- b. Members of the Sheriff’s Office and Fire Department shall receive no

additional compensation for holiday work but shall be credited with additional annual leave in accordance with the following schedule. The additional annual leave shall be considered to be equal to the number of paid holidays received by other county employees:

FIRE	132.0 hours	(12 hour shift personnel)
SHERIFF	92.4 hours	(8.4 hour shift personnel)
	132.0 hours	(12 hours shift personnel)

This additional vacation will accrue at a bi-weekly rate equal to the total additional annual leave hours divided by 26 (rounded to two decimal places). This policy does not apply to overtime exempt personnel or office staff of these departments, who will be paid 8 hours regular pay for each holiday.

- c. If a holiday falls on the normal day off of an employee or if an employee is scheduled to work the holiday, other than Fire and Sheriff Office personnel on regular shift, the employee shall be paid an additional eight hours pay as compensation for the holiday.
- d. Holidays shall be counted as time worked for the purpose of calculating overtime during the week the holiday actually occurs for all employees except Fire and Sheriff's Office personnel on regular duty.
- e. Department Heads will seek volunteers to work holiday shifts. If volunteers are not available, holiday shifts will be assigned to employees on a rotating basis. Employees' needs and special requests will be considered.
- f. Accrued holidays not taken by December 3, 2004 will expire.
- g. In order to receive pay for an official holiday, an employee must earn a full day's pay on his regularly scheduled work days both preceding and immediately after the holiday.

SO RESOLVED AND ADOPTED this _____ day of July, 2021.

[SEAL]

DAVID THOMPSON, Chairman
WALTON COUNTY BOARD OF COMMISSIONERS

ATTEST:

RHONDA HAWK
Walton County Clerk