



City of Marietta

205 Lawrence Street
Post Office Box 609
Marietta, Georgia 30061

Motion Signature

File Number: 20220449

Two Additional Paid Holidays

Motion to amend 4-4-16-030(A) (Holidays observed) to designate and observe two additional paid holidays, raising number of paid holidays from 10 to 12.

Included in this Ordinance is the required waiver set forth in 1-4-040 (L) whereby the City Council gives its unanimous consent to authorize the adoption of this Ordinance at this City Council meeting without the necessity of placing this matter on the following regular City Council meeting.

Date April 29, 2022

A handwritten signature in cursive script that reads "R. Steve Tumlin, Jr." written over a horizontal line.

R. Steve Tumlin, Jr., Mayor

A handwritten signature in cursive script that reads "Stephanie Guy" written over a horizontal line.

Stephanie Guy, City Clerk



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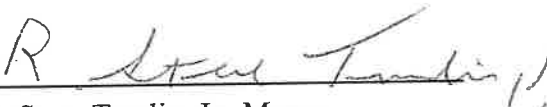
File Number: 20220450


Juneteenth Holiday

Motion to amend 4-4-16-030(A) to designate and observe the Juneteenth Holiday on the designated day recognized by the State of Georgia, or as specified in City Code if the day falls on a weekend.

Included in this Ordinance is the required waiver set forth in 1-4-040 (L) whereby the City Council gives its unanimous consent to authorize the adoption of this Ordinance at this City Council meeting without the necessity of placing this matter on the following regular City Council meeting.

Date April 29, 2022


R. Steve Tumlin, Jr., Mayor


Stephanie Guy, City Clerk



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Veterans Day Holiday

Motion to amend 4-4-16-030(A) to designate and observe the Veterans Day Holiday on the designated day recognized by the State of Georgia, or as specified in City Code if the day falls on a weekend.

Included in this Ordinance is the required waiver set forth in 1-4-040 (L) whereby the City Council gives its unanimous consent to authorize the adoption of this Ordinance at this City Council meeting without the necessity of placing this matter on the following regular City Council meeting.

Date April 29, 2022

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R. Steve Tumlin, Jr., Mayor

A handwritten signature in cursive script that reads "Stephanie Guy" written over a horizontal line.

Stephanie Guy, City Clerk

AN ORDINANCE

AMENDING Chapter 4-4 of the Municipal Code of Marietta (Personnel Rules and Regulations).

NOW THEREFORE, THE COUNCIL OF THE CITY OF MARIETTA HEREBY ORDAINS:

Section 1. That Chapter 4-4 of the Municipal Code of Marietta shall be amended as follows:

4-4-16-030 Holidays observed.

- A. The following days have been designated as paid legal holidays for city employees. These holidays are subject to change, addition, and/or deletion by city council.
1. New Year's Day—January 1
 2. Martin Luther King's Birthday—Third Monday in January
 3. Spring Day—Friday before Easter
 4. Memorial Day—Last Monday in May
 5. Juneteenth—June 19
 6. Independence Day—July 4
 7. Labor Day—First Monday in September
 8. Veterans Day—November 11
 9. Thanksgiving Day—Fourth Thursday in November
 10. Day after Thanksgiving—Friday after Thanksgiving
 11. Christmas Eve—December 24
 12. Christmas Day—December 25
- B. An employee must be present at work or have an excused or permitted absence on the regularly scheduled workdays immediately before or after a holiday absence in order to receive pay for the holiday. The use of sick leave immediately before or after a holiday is celebrated or holiday leave is taken must be excused by a physician's certificate.
- C. If a holiday falls on a Saturday, it will be celebrated on a Friday; if a holiday falls on a Sunday, it will be celebrated on a Monday unless otherwise designated by the city manager or city council.
- D. Full-time nonexempt personnel who do not accrue holidays and are required to work on the actual day of the holiday shall be compensated for hours worked at one and one-half times their current hourly rate. Exempt personnel who do not accrue and are required to work on the actual day of the holiday shall accrue compensatory time at straight time rate. Employees who accrue holidays shall take the holiday off at another date within one year after the holiday worked.
- E. Any employee who does not accrue holidays and whose regular day off coincides with a holiday will be paid straight time for such holiday.

- F. Holidays accrued for each calendar year that are not taken or paid by the occurrence of the holiday the following year shall be forfeited. It is the responsibility of the department head to ensure that all employees that accrue holiday leave have the opportunity to take such leave. If not voluntarily scheduled, the department head may assign a schedule of the use of such leave. Leave may only be taken after approval of the department head or their specific designee so that the employee's absence will not unduly burden the work schedule of the department.
- G. All holiday leave will accrue to the credit of an employee on the day of occurrence of each holiday. Firefighters shall receive 144 hours of holiday leave per year or 12 hours per holiday in lieu of holidays observed by general employees. Other personnel specifically designated by the city manager to accrue holidays shall receive 96 hours of holiday leave per year in lieu of holidays observed by general employees. Holiday hours may not be advanced.
- H. Employees who are regularly scheduled to work a ten-hour day and whose department or work unit is closed for the holiday shall receive a ten-hour holiday on the actual day of celebration of the holiday.
- I. Terminating employees who accrue holiday leave shall be entitled to all unused holiday hours accrued as of the date of termination.
- J. Requests to take accrued holiday leave should be made in writing and approved by the department head or their designee.
- K. If a holiday falls on a normal workday for regular part-time employees, such employees will be paid holiday pay for the number of hours that would have been worked. Temporary employees are not eligible for holidays.

Section 2. It is hereby declared to be the intention of this Ordinance that its sections, paragraphs, sentences, clauses, and phrases are severable, and if any section, paragraph, sentence, clause, or phrase of this Ordinance is declared to be unconstitutional or invalid, it shall not affect any of the remaining sections, paragraphs, sentences, clauses, or phrases of this Ordinance.

Section 3. All Ordinances or parts of Ordinances in conflict with this Ordinance are hereby repealed.

Section 4. This Ordinance shall become effective upon the signature or without the signature of the Mayor, subject to Georgia laws 1983, page 4119.


DATE: April 29, 2022

APPROVED: 
R. Steve Tumlin, Jr., Mayor

ATTEST:


Stephanie Guy, City Clerk

Approved as to Form:


Douglas R. Haynie, City Attorney