

HB160 INTRODUCED



1 HB160
2 V7IT8VV-1
3 By Representative Bolton (N & P)
4 RFD: Tuscaloosa County Legislation
5 First Read: 13-Jan-26



A BILL
TO BE ENTITLED
AN ACT

Relating to Tuscaloosa County; to amend Section 1 of Act 80-356 (1980 Regular Session, p. 835) and Section 1 of Act 88-317 (1988 Regular Session, p. 481); to further provide for overtime for certain public safety employees.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. Section 1 of Act 80-356 (1980 Regular Session, p. 835), as last amended by Act 2022-407 (2022 Regular Session), is amended to read as follows:

"Section 1. (a) Any law enforcement officer in the service of Tuscaloosa County or any city located in the county, or who is employed under a L.E.A.A. or L.E.P.A. grant, and who is assigned to duty for more than eight hours during any one day or for more than 40 hours during any calendar week, shall be paid time and one-half for those excess hours worked, ~~or he or she~~ shall be given time and one-half compensatory leave. It shall be at the sole option of the law enforcement officer affected by this subsection whether he or she shall receive overtime pay or compensatory leave.

(b) Notwithstanding subsection (a), upon adoption by resolution of the city council of the City of Northport or the



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City of Tuscaloosa, Alabama, that city may implement the scheduling of four 10-hour shifts per week rather than five 8-hour shifts per week for certain positions in its police department, and any affected law enforcement officer who is assigned to duty for more than 10 hours during any one day or for more than 40 hours during any calendar week shall be paid time and one-half for those excess hours worked, ~~or he or she~~ shall be given time and one-half compensation leave. It shall be at the sole option of the law enforcement officer whether he or she shall receive overtime pay or compensatory leave. This subsection shall apply only to those City of Northport or City of Tuscaloosa law enforcement officers who are assigned to four 10-hour shifts per week. All other City of Northport or City of Tuscaloosa law enforcement officers assigned to five 8-hour shifts shall remain under subsection (a).

(c) An individual employed as the City of Tuscaloosa's Executive Director of Public Safety shall not be eligible for any overtime pay or compensatory leave provided under this section."

Section 2. Section 1 of Act 88-317 (1988 Regular Session, p. 481) is amended to read as follows:

"Section 1. (a) Any full-time paid employee engaged in "fire protection activities" in any municipality in Tuscaloosa County shall receive overtime pay at a rate of time and one-half the regular rate of pay or shall be given time and one-half compensatory leave for hours worked in excess of 24 hours in a tour of duty or 53 hours in a calendar week.

(b) (1) Paid hours worked may be averaged according to



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the United States Fair Labor Standards Act, as amended, and the work week hours as used in this act shall decline in the future to coincide with all succeeding United States Department of Labor regulations.

(2) ~~Such A~~ municipality may institute a shorter work week than the United States Department of Labor requires ~~if they so desire.~~

(c) Gross pay received for a normal work week or work period ~~at the passage of this bill,~~ shall be gross pay or base pay for a ~~53-hour~~ 53-hour work week, and all succeeding raises shall raise ~~such the~~ gross pay or base pay accordingly.

(d) All paid leave of absences shall be counted as hours worked.

(e) ~~And, it~~ It shall be the sole option of the employee as to whether he or she shall receive overtime pay or compensatory leave.

(f) An individual employed as the City of Tuscaloosa's Executive Director of Public Safety shall not be eligible to any overtime pay or compensatory leave provided under this section."

Section 3. This act shall become effective on October 1, 2026.