

HB160 INTRODUCED



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



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4 A BILL
5 TO BE ENTITLED
6 AN ACT

9 Relating to Tuscaloosa County; to amend Section 1 of
10 Act 80-356 (1980 Regular Session, p. 835) and Section 1 of Act
11 88-317 (1988 Regular Session, p. 481); to further provide for
12 overtime for certain public safety employees.

13 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

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



29 City of Tuscaloosa, Alabama, that city may implement the
30 scheduling of four 10-hour shifts per week rather than five
31 8-hour shifts per week for certain positions in its police
32 department, and any affected law enforcement officer who is
33 assigned to duty for more than 10 hours during any one day or
34 for more than 40 hours during any calendar week shall be paid
35 time and one-half for those excess hours worked, or ~~he or she~~
36 shall be given time and one-half compensation leave. It shall
37 be at the sole option of the law enforcement officer whether
38 he or she shall receive overtime pay or compensatory leave.
39 This subsection shall apply only to those City of Northport or
40 City of Tuscaloosa law enforcement officers who are assigned
41 to four 10-hour shifts per week. All other City of Northport
42 or City of Tuscaloosa law enforcement officers assigned to
43 five 8-hour shifts shall remain under subsection (a).

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

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

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

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

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

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

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

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

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

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

77 Section 3. This act shall become effective on October
78 1, 2026.