

**ORDINANCE 08-01
OF THE CITY OF FRANKLIN**

AN ORDINANCE ADOPTING A POLICY FOR PAID HOLIDAYS

WHEREAS, the Common Council of the City of Franklin, Indiana (referred hereinafter as the “City”) finds that it is necessary to implement a city-wide policy establishing paid holidays for City employees pursuant to Indiana Code § 5-10-6-1.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF THE CITY OF FRANKLIN, INDIANA, AS FOLLOWS:

1) Paid Holidays: All full-time employees are entitled to holiday pay at their regular pay rate for the following holidays (the specific dates of which may change from year to year). The holidays specified below with underlining are floating holidays, the specific dates of which may be modified by the Mayor on January 1 of each year or as soon as practicable thereafter.

- New Year’s Day - Tuesday, January 1st, 2008
- Martin Luther King Day - Monday, January 21st, 2008
- Good Friday - Friday, March 21st, 2008
- Memorial Day - Monday, May 26th, 2008
- Independence Day - Friday, July 4th, 2008
- Great Americans’ Day - Friday, August 29th, 2008
- Labor Day - Monday, September 1st, 2008
- Veteran’s Day - Tuesday, November 11th, 2008
- Thanksgiving Day - Thursday, November 27th, 2008
- Day after Thanksgiving - Friday, November 28th, 2008
- Christmas Day - Thursday, December 25th, 2008
- Day after Christmas - Friday, December 26th, 2008

2) Miscellaneous:

- a) If any of these holidays fall on a Saturday or Sunday, the preceding Friday or the following Monday, at the Mayor’s discretion, will be observed as that holiday.
- b) Employees must work their regularly scheduled day before and day after the holiday in order to receive the holiday pay.
- c) If an employee is called in to work on a holiday, the employee will receive one hundred fifty percent (150%) of their regular pay rate in addition to holiday pay for all hours worked.

- d) When a paid holiday occurs during an employee's vacation, the employee will receive the holiday pay and will not be charged a vacation day for such holiday.
- 3) **Repeal of Conflicting Policies.** All pre-existing holiday policies are repealed and replaced with this policy.
- 4) **Construction of Clause Headings.** The clause headings appearing in this ordinance have been provided for convenience and reference, and do not purport and will not be deemed to define, limit, or extend the scope or intent of the clauses to which the headings pertain.
- 5) **Severability of Provisions.** If any part of this ordinance is held to be invalid, such part will be deemed severable and its invalidity will have no effect upon the remaining provisions of this ordinance.
- 6) **Duration and Effective Date.** This ordinance shall be in full force and effect from and after its passage by the Common Council, approval by the Mayor, and publication according to the laws of the State of Indiana.

Introduced and Filed on the 28 day of January, 2008.

DULY PASSED on this 11 day of February, 2008 by the Common Council of the City of Franklin, Johnson County, Indiana, having been passed by a vote 6 in Favor and 0 Opposed.

City of Franklin, Indiana, By its Common Council:

Voting Affirmative:

Dr. William T. Murphy, President

Joseph R. Ault

Joseph Abban

Craig Wells

Stephen D. Hougland

Ann M. Gordon

Voting Opposed:

Dr. William T. Murphy, President

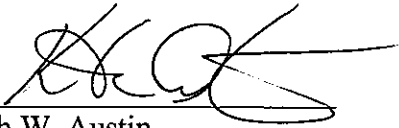
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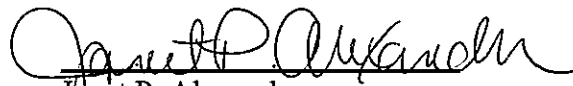

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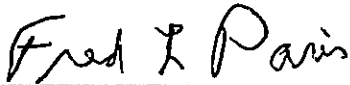
Attest:


Janet P. Alexander
City Clerk-Treasurer

Presented by me to the Mayor of the City of Franklin for his approval or veto pursuant to Indiana Code § 36-4-6-15, 16, this 10 day of March, 2008 at 7:30 o'clock p.m.


Janet P. Alexander,
City Clerk-Treasurer

This ordinance having been passed by the legislative body and presented to me [Approved by me and duly adopted, pursuant to Indiana Code § 36-4-6-16(a)(1)] [Vetoed, pursuant to Indiana Code § 36-4-6-16(a)(2)], this 10 day of March, 2008 at 7:30 o'clock p.m.


Fred L. Paris,
Mayor

Attest:


Janet P. Alexander,
City Clerk-Treasurer

Prepared by:

Robert H. Schafstall
Cutsinger & Schafstall
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Franklin In 46131