

**HB160 ENROLLED**



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



1      Enrolled, An Act,

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3 Relating to Tuscaloosa County; to amend Section 1 of  
4 Act 80-356 (1980 Regular Session, p. 835) and Section 1 of Act  
5 88-317 (1988 Regular Session, p. 481); to further provide for  
6 overtime for certain public safety employees.

7 BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

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

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

21 (b) Notwithstanding subsection (a), upon adoption by  
22 resolution of the city council of the City of Northport or the  
23 City of Tuscaloosa, Alabama, that city may implement the  
24 scheduling of four 10-hour shifts per week rather than five  
25 8-hour shifts per week for certain positions in its police  
26 department, and any affected law enforcement officer who is  
27 assigned to duty for more than 10 hours during any one day or  
28 for more than 40 hours during any calendar week shall be paid



29 time and one-half for those excess hours worked, or he or she  
30 shall be given time and one-half compensation leave. It shall  
31 be at the sole option of the law enforcement officer whether  
32 he or she shall receive overtime pay or compensatory leave.  
33 This subsection shall apply only to those City of Northport or  
34 City of Tuscaloosa law enforcement officers who are assigned  
35 to four 10-hour shifts per week. All other City of Northport  
36 or City of Tuscaloosa law enforcement officers assigned to  
37 five 8-hour shifts shall remain under subsection (a).

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

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

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

50        (b) (1) Paid hours worked may be averaged according to  
51 the United States Fair Labor Standards Act, as amended, and  
52 the work week hours as used in this act shall decline in the  
53 future to coincide with all succeeding United States  
54 Department of Labor regulations.

55        (2) Such A municipality may institute a shorter work  
56 week than the United States Department of Labor requires—if



57 ~~they so desire.~~

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

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

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

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

71 Section 3. This act shall become effective on October  
72 1, 2026.



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Speaker of the House of Representatives

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President and Presiding Officer of the Senate

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House of Representatives

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93 I hereby certify that the within Act originated in and  
94 was passed by the House 22-Jan-26.

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96 John Treadwell  
97 Clerk  
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103 Senate  
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**12-Feb-26**

Passed