

**NORTHWEST ARCTIC BOROUGH ASSEMBLY
ORDINANCE 21-01**

**AN ORDINANCE OF THE
NORTHWEST ARCTIC BOROUGH
ASSEMBLY AMENDING SECTION
3.20.130 OF THE BOROUGH CODE.**

WHEREAS: Section 3.20.130 of the Borough Code outlines recognized holidays and related employment conditions; and

WHEREAS: the Borough wishes to update the Code to clarify holiday pay and accrual terms.

NOW THEREFORE BE IT ENACTED: by the Northwest Arctic Borough Assembly as follows:

Section 1: Section 3.20.130 of the Borough Code is amended as follows with additions indicated by underlining in bold and deletions by ~~strikethrough~~ in bold:

3.20.130 Recognized holidays.

A. The following days shall be recognized as holidays with pay for all employees who are in pay status before and following such days:

1. New Year's Day – January 1st;
2. Martin Luther King, Jr. Day – third Monday in January;
3. President's Day – third Monday in February;
4. NANA Day – one day shall be taken the day meetings of NANA are designated each year;
5. Memorial Day – last Monday in May;
6. Fourth of July – July 4th;
7. Labor Day – first Monday in September;
8. Alaska Day – third Monday in October;

9. Veteran's Day – closest Monday to November 11th;
10. Thanksgiving Day – fourth Thursday in November;
11. Christmas Eve – December 24th;
12. Christmas Day – December 25th.

B. When a holiday falls on a Saturday, the preceding Friday shall be observed as that holiday. When a holiday falls on a Sunday the following Monday shall be observed. Holidays falling Tuesday through Thursday will be observed on those days that they fall.

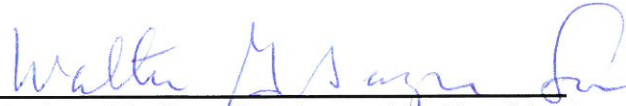
C. When a holiday falls within an employee's personal leave period, it is not counted as part of leave time. The employee will be paid for that holiday.

D. All hourly employees, except temporary employees, who work on a holiday shall receive 1.5 times their regular rate of pay and credit for a normal 7.5-hour workday in addition to any approved overtime hours worked.


1. **All salaried employees shall be entitled to accrue paid time off on an hour-to-hour basis for actual time worked on a holiday.**
2. **If a salaried employee's regular day off is a holiday, the employee shall accumulate 7.5 hours of paid time off.**

Section 2: This Code Ordinance shall be effective upon adoption.

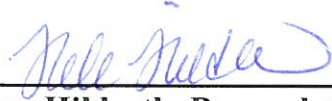
PASSED AND ADOPTED THIS 23rd DAY OF February, 2021.


Nathan Hadley, Jr., Assembly President

PASSED AND APPROVED THIS 23rd DAY OF February, 2021.


Lucy S. Nelson, Mayor

SIGNED AND ATTESTED TO THIS 23rd DAY OF February, 2021.



Helena Hildreth, Borough Clerk

ATTEST:

First Reading: January 26, 2021

Second Reading: February 23, 2021

