

## **ORDINANCE NO. 1685 - 2019**

An Ordinance Amending *Appendix III and Personnel Rules and Regulations*; Chapter 7. *Employee Benefits*, Section 8-1 (C). *Rest and Meal Breaks*

**WHEREAS**, the Administration and the City Council for the City of Laurel find that it is necessary to amend its current policy with regard to rest and meal breaks.

**NOW THEREFORE, BE IT ORDAINED by the Mayor and the City Council of the City of Laurel, Mississippi**, that Section 8-1 of Appendix III and Personnel Rules and Regulation be amended to state the City's new policy as follows:

### **Sec. 8-1(C) Rest and Meal Breaks**

While **Mississippi** does not require employers **to give meal breaks, rest breaks or both to its employees**, the **City of Laurel** chooses to provide one meal break and one rest break during each consecutive four (4) hour period of an eight (8) hour work day. Each department head has the responsibility for determining when and for what duration meals and rest breaks may be taken, so as not to disrupt the operation of the department. **Lunch breaks should be thirty (30) minutes or sixty (60) minutes depending on the department. Rest breaks should be no more than ten (10) minutes.** Ten (10) minute rest breaks are **to be taken on premises** and not off city property, without the permission from the supervisor and cannot be added to thirty (30) minute or sixty (60) minute lunch breaks.

The above and foregoing Ordinance having been first reduced to writing was introduced at a regular meeting of the Council on January 22, 2019, and with no request for public reading was considered as a whole.

This Ordinance shall become effective upon passage of one month from and after its date of enactment provided the same is published according to law within the same period.

Thereafter Councilperson Wheat, moved for approval of the Second reading of said Ordinance, which motion was seconded by Councilperson Capers.

Upon roll call vote, the result was as follows:

YEAS: Capers, Wheat, Thaxton, Carmichael, S. Comegys, T. Comegys, Page

NAYS: None

ABSTAINING: None

ABSENT: None

The President thereupon declared the motion carried and the Second reading of this Ordinance approved, this the 5<sup>th</sup> day of February, A.D. 2019.

\_\_\_\_\_  
PRESIDENT OF THE COUNCIL

ATTESTED AND SUBMITTED TO THE MAYOR BY THE CLERK OF THE COUNCIL ON

\_\_\_\_\_.

\_\_\_\_\_  
CLERK OF THE COUNCIL

APPROVED ( ) DATE \_\_\_\_\_

VETOED ( ) DATE \_\_\_\_\_

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY CLERK

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Min. of 02/5/19; Book No.101; Page No. \_\_\_\_\_; Agenda Item No. 4N