

BILL NO. 2845
SPONSOR: _____

ORDINANCE NO. _____

AN ORDINANCE AMENDING ORDINANCE 2499 BY REPLACING SECTION 125 OF THE PERSONNEL MANUAL TO CLARIFY THE OVERTIME POLICY FOR PUBLIC SAFETY OFFICERS

WHEREAS, the Mayor and Board of Aldermen desire and find it in the best interest of the City to Amend the City Code to clarify the overtime policy for Public Safety Officers of the City and;

NOW THEREFORE BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF PACIFIC, MISSOURI AS FOLLOWS:

Section 1: The City's Personnel Manual adopted by Ordinance Section 2499 is amended by replacing Section 125 of the City of Pacific Personnel Manual with the following:

125 OVERTIME PAY - PUBLIC SAFETY EMPLOYEES

Hourly non-exempt employees of the police department not engaged in law enforcement activities, as defined by the Fair Labor Standards Act, will be paid at the rate of one and one-half the normal rate for all hours worked in excess of forty (40) hours per seven day period. Non-exempt employees of the police department engaged in law enforcement activities, who work in excess of 86 compensated hours in a fixed 14 day work period, will be given compensatory time at the rate of one and a half hours of compensatory time for each hour worked in excess of 86 hours.

Employees engaged in law enforcement activities who are scheduled to work at Special Events, as approved by the Chief of Police, and thereby exceed 86 hours during a 14 day work period, shall be compensated at a rate of one and a half times their regular salary for all hours worked in excess of 86 hours.

Hours worked during the established work period shall include all the time the employee is actually working. Holidays, vacation, sick leave, or other authorized leave time is not counted as time worked, even though it may be paid leave time, and shall be excluded when determining total hours worked for overtime purposes.

Overtime, or arrangements for overtime work, must be scheduled or approved by the employee's department head or his/her designee in advance. Employees who work overtime without first obtaining specific authorization from his/her supervisor or department head will be subject to discipline up to and including discharge.