

AN ORDINANCE OF THE CITY OF REPUBLIC
AMENDING ORDINANCE 98-17 AS TO PARAGRAPHS 7.4,
OVERTIME AND 7.5, CALL BACK.

WHEREAS, the City Council did, at its regular meeting held on March 9, 1998, adopt ordinance 98-17 amending the personnel policies of the City of Republic; and

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC AS FOLLOWS:

SECTION 1: That ordinance 98-17, paragraphs 7.4 and 7.5 are amended to read as follows:

7.4 OVERTIME

On occasions where situations require irregular and scheduled overtime work hours in excess of the established departmental work period, the employee shall receive overtime pay at one (1) and one-half (1/2) times the regular rate in accordance with the Fair Labor Standards Act. All hours worked in excess of the established work period must be authorized by the department head.

Overtime payment shall not be approved by the department head unless the employee's actual work hours have exceeded the established work period. Vacation, holiday and sick days do not count toward accrual of overtime **with the exception of the non-exempt fire personnel.**

There are positions approved by the City Administrator that are exempted from overtime as established by the Fair Labor Standards Act. This list of approved exempt positions will be on file and available in the Human Resources Department and the appropriate department head's office.

7.5 CALL-BACK

A. Situations occasionally arise when it becomes necessary to "call back" an employee after the regular scheduled workday is completed or whenever an employee is assigned to work an additional unscheduled shift on their regular day off to properly staff the department, that employee shall receive one (1) and one-half (1/2) times the regular hourly rate. In most cases, days or times absent from work shall not be considered in calculating this time.

B. Due to changes in state law, adjustments to police officers and fire personnel work schedules have been made. In order to maintain a consistent level of rate of pay to police and fire personnel the department head, with approval of the City Administrator, may establish a schedule of call back pay rates providing for a minimum of one (1) and one-half (1/2) times the regular hourly rate for overtime. The department head, with approval of the City Administrator, may use this schedule or

develop an appropriate schedule to be used to assure either/or all of holiday, vacation and sick days are paid at a rate sufficient to compensate police officers or fire personnel in a manner consistent with how the personnel were paid prior to the change in the work schedule described above.

SECTION 2: That in all other respects ordinance 98-17 shall remain unchanged and in full force and effect.

SECTION 3: This ordinance shall be in full force and effect from its date of passage. Passed and approved at a regular meeting of the City Council of the City of Republic, Missouri, this ____ day of _____, 2007.

ATTEST:

City Clerk, Brenda Jackson

Mayor James H. Collins

Approved for Council Action: _____, City Administrator

Approved as to Form: _____, City Attorney