

CITY of PARKER, FLORIDA
RESOLUTION 05-248
OVERTIME PAYMENTS TO SALARIED EMPLOYEES

In the interest of equity and fairness, the CITY OF PARKER, FLORIDA Council has considered this concern and does hereby pass the following resolution.

Background: In emergency and disaster situations salaried employees are called upon to perform to the fullest and work excessive hours beyond the routine work week. In the past, these circumstances have created a situation of inequity to the responding workforce on behalf of all citizens in the CITY OF PARKER, FLORIDA.

Based on the anticipation that such circumstances will happen in the future, the CITY OF PARKER, FLORIDA administration will amend the personnel policies and procedures to reflect the will of this Council to permit overtime payments to salaried personnel employed by the CITY OF PARKER, FLORIDA.

WHEREAS, the CITY of PARKER, FLORIDA, hereinafter referred to as the "CITY" has been devastated by emergency and disaster situations in the past; and

WHEREAS, the threat of such storms still exist; and

WHEREAS, it is an obligation of the CITY as a matter of public policy to protect the public safety and to ensure the economic recovery of the CITY; and

WHEREAS, the CITY has chosen to be prepared to respond to the potential storm threat; and

WHEREAS, non-salaried employees are compensated for hours worked beyond the routine work week; and

WHEREAS, these situations are beyond the control or good management practices of the salaried employees; and

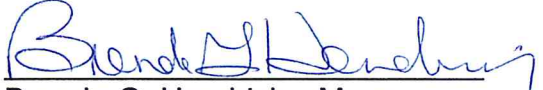
WHEREAS, the CITY has determined that the emergency response contribution of all CITY employees will be recognized and compensated.

NOW THEREFORE, BE IT RESOLVED BY THE CITY OF PARKER AS FOLLOWS:

The CITY does recognize the fairness for overtime payments for all CITY employees by virtue of this resolution and hereby directs the CITY Administration to amend the CITY personnel policies and regulations to provide for the payment of overtime to salaried employees under the following conditions:

1. Overtime payments to salaried employees will be permitted only during the emergency response period resulting from a declared emergency or disaster situation as determined by the Governor and/or President of the United States respectively.
2. Overtime payments to salaried employees shall come into effect when the salaried employee exceeds forty (40) hours of physical work in any applicable workweek as set out in Item 1 above.
3. Overtime payments to salaried employees shall be consistent with the policy for paying overtime to hourly employees, but in no event shall exceed time and a half for the physical work hours as set out in Item 1 above.
4. This Resolution shall constitute an amendment of the CITY's personnel policies and procedures.
5. Such additional closing data/information, as is the current practice and/or may be required by the Council who are considering this resolution for adoption.

State of Florida
Parker, Florida


Brenda G. Hendricks, Mayor

I, Bonnie Bomar, City Clerk of the City of Parker do hereby certify that the above and foregoing Resolution was adopted by the City Council of Parker on the 8th day of July, 2005.



City Clerk