

RESOLUTION NO. 2012-298

A RESOLUTION OF THE CITY OF PARKER, FLORIDA, PROVIDING OVERTIME PAYMENTS TO SALARIED EMPLOYEES; REPEALING RESOLUTION NO. 05-248 AND OTHER RESOLUTIONS OR PORTIONS THEREOF; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, in emergency and disaster situations salaried employees are called upon to perform to the fullest and work excessive hours beyond the routine work week;

WHEREAS, 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 ("City");

WHEREAS, based on the anticipation that such circumstances will happen in the future, the City Council of the City 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;

WHEREAS, the City has been devastated by emergency and disaster situations in the past;

WHEREAS, the threat of such storms still exist;

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;

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

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

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:

Section 1. 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:

- A. 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, and/or a declared state of emergency by the Bay County Board of Commissioners or City Council of the City.
- B. Overtime payments to salaried employees shall come into effect when the salaried employee exceeds eight (8) hours in a physical day in any applicable work week as set out in Item A above.
- C. 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 A above.

Section 2. This Resolution shall, to the extent inconsistent with the City's personnel policies and procedures, constitute an amendment of and supersede the City's personnel policies and procedures, to the extent of the inconsistency.

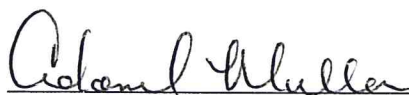
Section 3. The City administration shall compile such data/information relative to these overtime payments as is the current practice and/or as may be required by the City Council.

Section 4. Resolution No. 05-248 and all other resolutions or portions thereof of the City in conflict with the provisions of this Resolution are hereby repealed to the extent of such conflict.

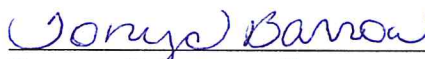
Section 5. This Resolution shall take effect immediately upon its passage.

PASSED, APPROVED, AND ADOPTED by the City Council as of this 7th day of February, 2012.

City of Parker, Florida



Adonna S. Mullen, City Clerk



Tonya Barrow, Mayor