

RESOLUTION NO. RES-2020-197

RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA ROSA AMENDING THE CITY OF SANTA ROSA SALARY AND COMPENSATION PLAN TO AUTHORIZE STRAIGHT-TIME OVERTIME FOR ALL EXEMPT CITY EMPLOYEES DURING ACTIVATION OF THE EMERGENCY OPERATIONS CENTER

WHEREAS, the Council of the City of Santa Rosa adopted Resolution number RES-2017-215 amending the salary and compensation plan to authorize straight-time overtime for hours worked beyond 40 hours in a workweek, for all exempt city employees during the October 2017 declared emergency and future declarations of local emergency and disaster activation; and

WHEREAS, following the adoption of that Resolution, the City has experienced additional fire events and Public Safety Power Shutoffs (PSPS) due to severe weather changes and similar events should be anticipated on an annual basis; and

WHEREAS, the Emergency Operations Center (EOC) is sometimes activated when no emergency is declared because of events such as PSPS or floods which may occur multiple times in a year; and

WHEREAS, shifts in the EOC run for 12 hours and include overnight shifts outside of normal business hours; and

WHEREAS, per the Federal Fair Labor Standards Act, the City of Santa Rosa's management employees are exempt from overtime; and

WHEREAS, this resolution will also allow for pay outside of normally scheduled hours, which will create parity between exempt and non-exempt employees during a declared emergency or EOC activation; and

WHEREAS, The City Manager, Human Resources Director, and Chief Financial Officer recommend that the City Council approve straight-time overtime to exempt employees for hours worked beyond the normally scheduled 40 hours in a workweek, for activation of the Emergency Operations Center caused by, but not limited to, such conditions as fire, flood, storm, mudslides, torrential rain, wind, earthquake, drought, or other causes.

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NOW, THEREFORE, BE IT RESOLVED that the Council of the City of Santa Rosa amends the salary and compensation plan to authorize straight-time overtime for hours worked beyond the normally scheduled 40 hours in a workweek for all exempt City employees during the activation of the Emergency Operation Center.

IN COUNCIL DULY PASSED this 17th day of November, 2020.

AYES: (7) Mayor Schwedhelm, Vice Mayor Fleming, Council Members Dowd, Olivares, Rogers, Sawyer, Tibbetts

NOES: (0)

ABSENT: (0)

ABSTAIN: (0)

ATTEST: _____ APPROVED: _____
City Clerk Mayor

APPROVED AS TO FORM:

City Attorney