



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

City Council Meeting
November 17, 2020

Amy Reeve, Human Resources Director
Human Resources Department

Summary

- By adopting this resolution, Council will 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 (EOC).
- 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. For example, in the weeks where a holiday is observed during an activation, employees will be eligible for overtime, paid at a straight time rate.

Analysis

- All City employees are disaster service workers. During the emergency relief efforts, over the past few years, management employees have worked long hours and many consecutive days with little to no time off. Per the Federal Fair Labor Standards Act, City management employees are typically exempt from overtime pay. If approved, this resolution will allow for additional compensation at straight time to be paid in recognition of the considerable efforts which are above and beyond the routine weekly overtime worked by employees in the effected classifications

Recommendation

- It is recommended by the City Manager, Human Resources Director, and Chief Financial Officer that the Council, by resolution, approve an amendment to the City's Salary and Compensation Plan to allow payment of straight-time overtime to exempt City employees for hours worked beyond the normally scheduled 40 hours in a workweek, for any 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.

QUESTIONS?