



Amending the City of Santa Rosa Salary and Compensation Plan to authorize straight-time overtime for all exempt City employees during emergency and disaster activation, temporarily increasing the vacation accrual maximum, and authorizing development and implementation of a disaster leave program.

City Council Meeting
October 24, 2017

golbou ghassemieh
Human Resources Director

BACKGROUND

- City of Santa Rosa has been operating under a federally declared local disaster since October 9, 2017.
- City employees are considered Disaster Service Workers and have been working extra shifts or extended hours in response.

CURRENT

- Exempt employees do not receive compensation for additional hours worked beyond 40 hours during emergency or disaster activation.
- Employees vacation accruals are capped with some employees at their maximums.
- City of Santa Rosa does not have a disaster leave program for employees who lost their homes.

RECOMMENDATION

- Approve an amendment to the City's Compensation and Salary plan, effective October 9, 2017, to allow payment of straight-time overtime to exempt employees for hours worked beyond 40 hours in a workweek during the current fire disaster.
- Approve the same amendment as above for future disasters as declared by the City Manager, and/or City Council, and/or by the federal government.
- Authorize City Manager to temporarily increase vacation accrual maximums during the current disaster.

RECOMMENDATION (cont.)

- Authorize the City Manager and Human Resources Director to develop and implement a Disaster Leave Program for employees who have lost work time due to the loss of their primary residence.

QUESTIONS?