

# City of Santa Rosa



## Legislation Details

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**File #:** 17-0963      **Version:** 1      **Name:** Disaster Pay for Employees  
**Type:** CC- Report      **Status:** Agenda Ready  
**File created:** 10/15/2017      **In control:** City Council  
**On agenda:** 10/24/2017      **Final action:** 10/17/2017

**Title:** REPORT - RESOLUTION 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, AND TEMPORARILY INCREASING THE VACATION ACCRUAL MAXIMUM, AND AUTHORIZING DEVELOPMENT AND IMPLEMENTATION OF A DISASTER LEAVE

**BACKGROUND:** This item is in response to the federally declared emergency of the fire disaster affecting the City of Santa Rosa. This item addresses employee pay and benefits related issues due to the fire disaster, and addresses the City Council goal to promote a City organization that is service-sustainable and maintains employee morale.

**RECOMMENDATION:** It is recommended by the City Manager, the Human Resources Director and the Chief Financial Officer that the Council, by resolution, 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. Furthermore, City Manager, Human Resources Director, and Chief Financial Officer recommend approving straight-time overtime to exempt employees for hours worked beyond 40 hours in a workweek for any emergency or disaster hereto forward declared by the City Manager, as the Director of Emergency Services, and/or proclaimed by the City Council, caused by but not limited to such conditions as fire, flood, storm, mudslides, torrential rain, wind, earthquake, drought, or other causes. All city employees are disaster service workers. During the current fire emergency relief efforts, management employees are working 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

**Sponsors:** City Manager, Human Resources, Finance

**Indexes:** Not a Project

**Code sections:**

**Attachments:** 1. Staff Report, 2. Resolution, 3. Presentation

Date	Ver.	Action By	Action	Result
10/24/2017	1	City Council	to waive reading of the text and adopt	Pass
10/17/2017	1	City Council	adjourned	