

BILL NO. 2089

ORDINANCE NO. _____

AN ORDINANCE AMENDING SECTION XII OVERTIME IN THE HANDBOOK FOR CITY OF CUBA, MISSOURI EMPLOYEE HANDBOOK RELATING TO OVERTIME FOR THE POLICE DEPARTMENT FOR THE CITY OF CUBA, MISSOURI

WHEREAS, the Board of Aldermen of the City of Cuba, Missouri (City), has determined that it is in the best interests of the City to amend the rate of pay for police officers when working under grants.

NOW, THEREFORE, BE IT RESOLVED, AS FOLLOWS:

Section 1 - The City of Cuba, Missouri, hereby approves and modifies section XII Overtime to read as follows:

Occasionally unpredictable or unavoidable situations will require overtime work; we try to limit overtime but when it is necessary, the employee supervisor will give individuals as much advance notice as possible. Employees pay rate for scheduled and approved overtime work will be at one and one-half (1 1/2) time the regular hourly rate or comp-time given at one and one-half (1 1/2) times the amount of time spent for all work in excess of forty (40) hours per work week. council meeting OJ/05/01 Note: Forty hours worked includes vacation and holiday time used, but not comp, personal, and/or sick time. In consideration for fuel, driving time, etc., there shall be a minimum of one (1) hour overtime credit given per call. This policy shall be in accordance with FLSA regulations.

All Police Employees pay rate for scheduled and approved overtime work will be at one and one half (1 1/2) time the regular hourly rate or comp-time given at one and one-half (1 1/2) times the amount of time spend for all work in excess of 86 hours worked in a 17-day period. Note: 86 hours worked includes vacation time used, but not comp, personal, and/or sick time. This policy shall be in accordance with FLSA regulations. Changed occurred when pay frequency changed January 2017.

All P.O.S.T. certified police officers for the City of Cuba, Missouri police department are eligible to participate in various Traffic Enforcement Overtime operations as they become available. It is the policy of the City of Cuba, Missouri, and the Police Department that all hours worked during the Traffic Enforcement Overtime assignments will be paid double their normal hourly rate of pay, regardless of hours worked during the pay period. Traffic Enforcement Overtime will limit employees from working more than forty (40) hours of one particular assignment in a pay period., and employees may not work more than sixteen (16) hours in any police related activities in a twenty-four (24) hour period.

All comp-time shall be scheduled and taken at the supervisor's discretion.

Section 2 - This ordinance shall be in full force and effect as of the date of its passage by the Board of Aldermen of the City of Cuba, Missouri.

READ AND PASSED BY THE BOARD OF ALDERMEN OF THE CITY OF CUBA, MISSOURI, THIS _____th DAY OF APRIL 2023.

CODY LEATHERS, MAYOR

Attest:

LAINIE GARBO, CITY CLERK
(City Seal)

Approved this _____ day of April 2023.

CODY LEATHERS, MAYOR

Attest:

LAINIE GARBO, CITY CLERK
(City Seal)

Approved as to the form.
WILLIAMS, ROBINSON, RIGLER & BUSCHJOST, P.C.

By: _____
Lance B. Thurman, #51214
901 North Pine Street, Fourth Floor
Post Office Box 47
Rolla, Missouri 65402
(573) 341-2266

ATTORNEYS FOR THE CITY OF CUBA, MISSOURI

Alderman	Vote on First Reading On _____, 2023	Vote on Second Reading On _____, 2023
Kevin Copling		
Debbie Martin		
Dave Honea		
Warren Graddy		
Curtis Holt		
Jeff Bouse		