

RESOLUTION NO. 2019-027

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ROHNERT PARK AUTHORIZING AND APPROVING AN AMENDMENT TO THE OUTLINE OF CERTAIN CONDITIONS OF EMPLOYMENT, FRINGE BENEFITS, AND SALARY FOR THE MANAGEMENT UNIT TO PROVIDE COMPENSATION FOR DISASTER SERVICE WORKERS

WHEREAS, on April 25, 2017, the Rohnert Park City Council adopted resolution 2017-050 approving the Outline of Certain Conditions of Employment, Fringe Benefits, and Salary for the Management Unit (Management Outline) for the period of April 30, 2017 through June 30, 2021; and

WHEREAS, State law declares all City employees disaster service workers; and

WHEREAS, in the event of a local declared emergency City employees may be required to work as disaster service workers; and

WHEREAS, disaster service workers may be required to work hours in excess of their normally scheduled 40 hours a week; and

WHEREAS, all employees covered by the Management Outline are exempt employees under the Fair Labor Standard Act; and

WHEREAS, the Management Outline has no provision for additional compensation for hours worked in excess of 40 hours per week; and

WHEREAS, a number of exempt positions in the Management Unit are likely to be required to work as disaster service workers in the event of a local declared disaster; and

WHEREAS, the City wants the ability to provide additional compensation for exempt employees working in excess of 40 hours in a week as disaster service workers during a local disaster.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby authorize and approve amending the Management Outline to add Section 19 Declared Emergency Situations – Exempt Employees as follows:

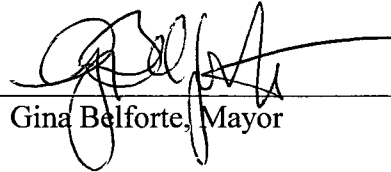
- 19 Declared Emergency Situations – Exempt Employees**
Exempt employees, when working as disaster service workers, shall be eligible for overtime for hours worked beyond forty (40) hours in a work week due to a City Council declared emergency. Such pay is non-pensionable compensation. Overtime shall be equivalent to the employee's straight time pay at the time of accrual; and shall not be

accrued as compensatory time. Under no circumstances shall an exempt employee be paid overtime except under the circumstances set forth in this provision, or as may be set forth by the Rohnert Park City Council.

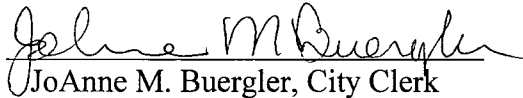
BE IT FURTHER RESOLVED that the City Council of the City of Rohnert Park hereby provides the same benefits of Section 19 to the City's at-will management employees with employment contracts that incorporate provisions of the Management Outline.

DULY AND REGULARLY ADOPTED this 12th day of March, 2019.

CITY OF ROHNERT PARK


Gina Belforte, Mayor

ATTEST:


JoAnne M. Buerger, City Clerk

ADAMS: AYE MACKENZIE: AYE STAFFORD: AYE CALLINAN: AYE BELFORTE: AYE
AYES: (5) NOES: (0) ABSENT: (0) ABSTAIN: (0)