

RESOLUTION NO. 2019-028

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 CONFIDENTIAL UNIT TO PROVIDE COMPENSATION FOR DISASTER SERVICE WORKERS

WHEREAS, on April 25, 2017, the Rohnert Park City Council adopted resolution 2017-048 approving the Outline of Certain Conditions of Employment, Fringe Benefits, and Salary for the Confidential Unit (Confidential 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, the Confidential Outline provides overtime compensation for non-exempt employees working in excess of normally scheduled hours; and

WHEREAS, the Confidential Outline in section 3 specifically excludes overtime compensation for positions that are exempt under the Fair Labor Standards Act; and

WHEREAS, a number of exempt positions in the Confidential 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.

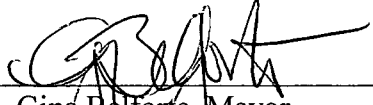
NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Rohnert Park that it does hereby authorize and approve amending the Confidential Outline to add Section 3.2 Declared Emergency Situations – Exempt Employees as follows:

3.2 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.

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)