

RESOLUTION 2000-06

WHEREAS:

1. From, time to time, certain of the hourly paid employees of the City of Belle Meade may, if properly authorized, work more than 40 hours in a normal work week, or, in the case of law enforcement personnel, more than 171 hours in a normal work period of 28 days, for which, in either such case, they are entitled to receive overtime compensation calculated at the rate of one and one-half times their regular rates of pay for all hours worked in excess of 40 hours in such work week, or in excess of 171 hours in such work period, as the case may be.
2. The Fair Labor Standards Act allows local governments to set standards and procedures for overtime compensation, including, for those employees who so agree, the accrual of compensatory time off.
3. It has been the policy of the City of Belle Meade to permit its employees, who are entitled to receive overtime compensation, to accept monetary compensation in cash for the same, or at the election of the individual employee, to accrue the same in the form of compensatory time off.
4. The Commissioners of the City of Belle Meade have determined that it is in the best interests of the City and its employees that the practice of accruing overtime compensation in the form of compensatory time off should be discontinued and all overtime compensation, from and after the adoption of this Resolution, after deducting all normal and/or required payroll deductions, should be paid in cash.

NOW THEREFORE, BE IT RESOLVED

1. Effective upon the adoption of this Resolution, the practice of permitting employees to accumulate overtime hours in the form of compensatory time off, in lieu of paid overtime, is hereby discontinued.
2. All overtime hours shall, from and after the adoption of this Resolution and subject to all normal payroll deductions, be paid for in cash.
3. Payment for all compensatory time accrued after April 14, 1986, and unused or unpaid at the time of the adoption of this Resolution, shall be made to the respective employees for whom such time was accrued, at their regular rates of pay in effect at the time of payment, after deducting all normal payroll deductions, on their next regular payroll payment date following the adoption of this Resolution.

A copy of this Resolution shall be furnished to each current and prospective hourly employee of the City of Belle Meade in order that they may be fully informed of this change in the overtime policy of the City.

This Resolution shall become effective immediately.

DATE OF ADOPTION:

October 26, 2000

Mayor Peggy S. Warner



City Recorder Dorothy Wheeler