

RESOLUTION 19-82

**A RESOLUTION OF THE CITY OF PANAMA CITY BEACH, FLORIDA,
AMENDING THE CITY'S POLICY FOR THE PAYMENT OF SALARIED
EMPLOYEES DURING DECLARED EMERGENCIES; AND PROVIDING
AN IMMEDIATELY EFFECTIVE DATE.**

WHEREAS, in emergency situations salaried employees are called upon to work excessive hours beyond the routine work week, for which they receive no additional compensation consideration based on the City's existing personnel policies; and

WHEREAS, non-salaried employees are compensated for hours worked during an emergency beyond the routine work week, and this circumstance has created a situation of inequity among the responding workforce on behalf of all citizens in the City; and

WHEREAS, in anticipation that the City will be faced with emergencies in the future, the City has determined to amend the personnel policies to permit additional compensation to salaried personnel.

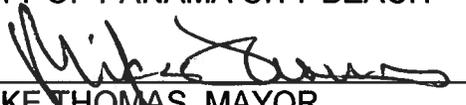
BE IT RESOLVED by the City Council of the City of Panama City Beach, from and after the effective date of this Resolution, that the Emergency Pay Policy attached and incorporated herein as Exhibit A to this Resolution, is hereby approved.

THIS RESOLUTION shall take effect immediately upon its passage.

PASSED, APPROVED, AND ADOPTED in regular session this 25th day of APRIL, 2019.

CITY OF PANAMA CITY BEACH

By


MIKE THOMAS, MAYOR

ATTEST:


MARY JAN BOSSERT, CITY CLERK

EXHIBIT A

EMERGENCY PAY POLICY

All city employees are essential to the organization and are the most important part of the City's service delivery system. During times of emergency, critical services provided by the City must continue to be provided during emergencies to insure to the best of our ability that the public is protected. City employees who are designated by their respective department heads to perform their assigned duties to ensure that critical services are continuously offered during and immediately after disasters are issued a city employee identification card with an essential worker designation printed on the back side.

During a "Declared Local State of Emergency" the City Manager shall have the authority to excuse certain personnel from responding to work and shall have the authority to authorize **exempt and** non-exempt personnel to work their regularly scheduled work hours and in excess of their regularly scheduled work hours. "Declared Local State of Emergency" means any occurrence, or threat thereof, whether natural, technological, or manmade, in war or in peace, which results or may result in substantial injury or harm to the population or substantial damage to or loss of property existing within the City, which has been declared by executive order of the Mayor.

State of Emergency Compensation:

During a Declared Local State of Emergency, the City Manager shall designate which departments and employees are tasked with performance of emergency-related work eligible for compensation under this section.

~~-Exempt employees that are not eligible for overtime and are required to perform emergency-related work will~~ **receive compensation at a rate of time and one-half the employee's rate of pay for actual hours worked during the "declared state of emergency" at such time as the exempt employee has logged 50 hours of actual work related to the declared emergency in that workweek.** ~~above 40 hours in a given week,. This time should be taken within a reasonable period after accrued as long as the request to use the accrued time will not unduly disrupt the operations of the division in providing levels of service of an acceptable quality and quantity.~~

-Non-exempt employees who are eligible for overtime and are required to perform emergency-related work will receive time and one-half for actual hours worked during the “declared state of emergency” irrespective of whether or not the employee’s overtime threshold has been met. Once an employee’s overtime threshold has been met during a “declared state of local emergency”, compensation will be paid for actual hours worked at time and one-half the employee’s rate of pay (equivalent to 1.50 times the normal non-overtime wage).

-Exempt or non-exempt employees excused by the City Manager from responding to work will receive their normal pay.

-Employees on leave remain on leave until their return and will be charged leave time accordingly.

During a Declared Local State of Emergency, overtime reports must state how many overtime hours are associated with the declared emergency. Additionally, information should be included in the overtime reports that identify whether it was pre-emergency or post-emergency work. You may have additional hours that will be reported that are not associated with the Declared Local State of Emergency. Each department should retain copies of payroll records and overtime reports generated during a declared emergency until such time as you will be requested to provide these records to the appropriate office.