

## RESOLUTION 2016-066

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**A RESOLUTION APPROVING AN AMENDMENT TO THE PERSONNEL MANUAL TO AUTHORIZE THE CITY MANAGER TO APPROVE NON-EXEMPT EMPLOYEES TO COUNT HOLIDAY HOURS AS HOURS WORKED WHEN CALCULATING OVERTIME WHEN THE HOLIDAY FALLS DURING A WORK WEEK OR WORK PERIOD WHEN THE CITY HOSTS OR SCHEDULES AN EVENT ON PUBLICLY-OWNED PROPERTY FOR WHICH NON-EXEMPT PERSONNEL ARE NOT OTHERWISE REQUIRED TO WORK; PROVIDING FOR AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.**

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**WHEREAS**, the City of Powder Springs (the “City”) personnel manual currently specifies that the total amount of actual hours worked must exceed the standard hours for that workweek or work period in order to receive overtime compensation;

**WHEREAS**, the occurrence of a holiday during a work week or work period makes impossible the ability for an employee to meet the overtime requirement that actual hours worked must exceed 40 hours in order to receive overtime compensation for additional hours worked at the request of the City during said holiday week;

**WHEREAS**, unlike emergency situations or when required to work on a holiday for public health or safety reasons or during a holiday week to meet regulatory deadlines, a city-hosted or scheduled event on or at publicly-owned property to which the public is invited or encouraged to attend depends on the voluntary willingness of an employee to perform additional work, and in order to encourage an employee to accept said work during a work period or work week that contains a holiday, the City Manager recommends that the employee be allowed to count the holiday as hours worked for purposes of calculating overtime;

**BE IT THEREFORE RESOLVED** by the Mayor and Council for the City of Powder Springs that the City Manager is authorized to amend the personnel manual to allow an employee to count a holiday as hours worked for purposes of calculating overtime for additional work performed by that employee during a work period or work week that contains a holiday when the work is related to or supportive of a city-hosted or scheduled event on or at publicly-owned property unless there is an emergency or a requirement that the employee work for public health or safety reasons or to meet regulatory deadlines. This resolution shall be effective immediately upon adoption.

**SO RESOLVED** this 6<sup>th</sup> day of June, 2016.

  
Albert Thurman, Mayor

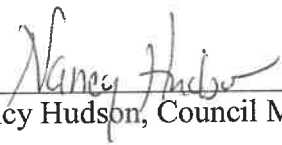
  
Cheryl Sarvis, Council Member


  
Doris Dawkins, Council Member


[Additional signatures follow]

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Nancy Hudson, Council Member

  
Patrick Bordelon, Council Member

  
Patricia Wisdom, Council Member

ATTEST:

  
Kelly Axt, City Clerk