

CITY OF GOLD BAR, WASHINGTON
RESOLUTION NO. 21-02

A RESOLUTION OF THE CITY OF GOLD BAR, WASHINGTON AMENDING THE PERSONNEL
MANUAL

WHEREAS, City of Gold Bar non-exempt employees are entitled to double overtime if hours are worked on holidays; and

WHEREAS, due to employee schedules, some holidays fall on an employee's normal day off, which means those employees take the holiday on a different day; and

WHEREAS the Personnel Manual does not clarify double overtime pay on an employee's observed holiday;

NOW THEREFORE BE IT HEREBY RESOLVED by the governing body of the City of Gold Bar, that the Personnel Manual shall be amended as follows.

Section I Title 8, Overtime and Compensatory Time
Section II Severability
Section III Effective Date

Section I, Title 8 Overtime and Compensatory Time

F. Overtime. If a non-exempt employee is compensated for forty (40) hours in a week, additional work that week will only be authorized at the discretion of the Mayor.

1. Overtime hours shall be paid at a maximum rate of time and one-half (1.5).
Unauthorized overtime will not be paid.

2. Any work done on a holiday is considered holiday overtime at two and one-half (2.5) times the regular rate of pay and must be approved by the Mayor, excluding emergencies. This is the maximum rate of compensation for work done on a holiday. Employees are not entitled to receive regular pay in addition to holiday overtime compensation.

a. Employees will only be paid double overtime if work is done on their observed holiday. Employees will not be paid double overtime for work done on the *calendar* holiday if the employee *observes* the holiday on a different date.

Section II, Severability

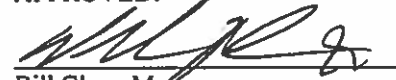
This resolution is severable and if any portion of it shall be declared invalid or unconstitutional, the remaining portion shall remain valid and enforceable.

Section III, Effective Date

This Resolution shall take effect from, and after, its passage and approval, as provided by law.

Resolved this 16th day of March, ~~2020~~ 2021

APPROVED:


Bill Clem, Mayor

ATTEST/AUTHENTICATED:


Lisa Stowe, Clerk/Treasurer