

RESOLUTION NO. 2024-103
A RESOLUTION AMENDING THE EMPLOYEE HANDBOOK TO UPDATE THE
WEST BRANCH POLICE DEPARTMENT HOURS WORKED BEFORE OVERTIME
BEGINS

WHEREAS, the City Administrator, Finance Officer, and Police Chief met to discuss overtime hours under a five-officer department; and

WHEREAS, the Fair Labor Standards Act (FLSA) section 29 CFR § 553.201 - Statutory provisions: section 7(k).7(k) Partial Overtime Exemption, the City of West Branch may establish different work periods ranging from 7 to 28 days, as permitted under the Fair Labor Standards Act (FLSA), for certain public safety employees. This exemption allows for a deviation from the standard seven-day workweek, where overtime pay (or compensatory time) is required only after 40 hours of work.

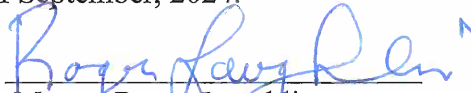
WHEREAS, the City of West Branch will amend section 3.13 and 3.21 to implement the following: “Approved time worked by an employee in excess of forty hours for the week. Police personnel shall be eligible for overtime pay for any hours worked in excess of eighty-six (86) hours per pay period, at the discretion of the Police Chief and City Administrator; and

WHEREAS, it is the recommendation of the City Administrator and Police Chief to amend the Employee Handbook to update the West Branch Police Department’s workweek before overtime begins. The amendment will change forty (40) hours in a workweek for police officers before overtime begins potentially up to eighty-six (86) hours in a two-week period depending on hours worked in a shift, before overtime begins.

NOW, THEREFORE, BE IT RESOLVED, by the City Council of the City of West Branch, Iowa, to approve the Amendment to the Employee Handbook to implement the changing forty (40) hours in a workweek before overtime begins to eighty-six (86) hours, per pay period before overtime begins for the West Branch Police Department; and

BE IT FURTHER RESOLVED, by the City Council of the City of West Branch, Iowa, that the Mayor and City Clerk are hereby authorized and directed to execute said resolution.

Passed and approved this 16th day of September, 2024.



Mayor, Roger Laughlin

ATTEST:



Deputy City Clerk, Jessica Brown