

ORDINANCE NO. 89-03 AC CMS

AN ORDINANCE AMENDING SECTION 145.08 OF THE CITY CODE  
ENTITLED "OVERTIME PAY" TO COMPLY WITH THE FAIR LABOR STANDARDS ACT

BE IT ORDAINED by the Council of the City of Oberlin, County of Lorain, State of Ohio, a majority of all members elected thereto concurring:

SECTION 1. That Section 145.08 of the Codified Ordinances of the City of Oberlin, Ohio, presently reading as follows:

"145.08 OVERTIME PAY.

(a) In the case of the managerial, supervisory and professional positions within the City pay ranges 12 through 20, it is implicit in the nature of their positions that time beyond the normal work schedule may often necessarily be spent on the job at no additional compensation. If the employee must work overtime because of necessity and/or emergency, he or she shall receive compensatory time off as provided by law. Compensatory time off must be taken as soon as possible after the overtime worked and only when the granting of such permission is consonant with good departmental operations.

(b) Full-time personnel in City pay ranges 1 through 11, including police officers and fire drivers in those pay grades who have worked overtime, shall receive overtime pay or compensatory time off for those hours worked beyond their normal work periods at a rate of time and one-half. All overtime worked under this subsection (b) must be first approved by the City Manager. All compensatory time off shall be scheduled with an employee's immediate supervisor.

(c) For purposes of this section overtime shall mean any hours worked by full-time employees beyond those designated as normal work hours in Section 145.10."

Be, and hereby is, amended to read as follows:

"145.08 OVERTIME PAY.

(a) In the case of the managerial, supervisory and professional positions within the City pay ranges 14 through 20, it is implicit in the nature of their positions that time beyond the normal work schedule may often necessarily be spent on the job at no additional compensation. If the employee must work overtime because of necessity and/or emergency, he or she shall receive compensatory time off as provided by law. Compensatory time off must be taken as soon as possible after the overtime worked and only when the granting of such permission is consonant with good departmental operations.

(b) Full-time personnel in City pay ranges 1 through 13, including police officers and fire drivers in those pay grades who have worked overtime, shall receive overtime pay or compensatory time off for those hours worked beyond their normal work periods at a rate of time and one-half. All overtime worked under this subsection (b) must be first approved by the City Manager. All compensatory time off shall be scheduled with an employee's immediate supervisor.

(c) For purposes of this section overtime shall mean any hours worked by full-time employees beyond those designated as normal work hours in Section 145.10."

SECTION 2. It is hereby found and determined that all formal actions of this Council concerning or relating to the adoption of this ordinance were adopted in an open meeting of the Council and that all deliberations of this Council and of any of its committees that resulted in such formal action were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

SECTION 3. That this ordinance shall take effect at the earliest date allowed by law.

PASSED: 1st Reading - January 17, 1989 EMERGENCY  
2nd Reading -  
3rd Reading -

ATTEST:

Michelle I. Dheator  
Clerk of Council

  
Chairman of Council

POSTED: January 19, 1989

EFFECTIVE DATE: January 17, 1989