

**CITY OF WASILLA
ORDINANCE SERIAL NO. 05-42**

AN ORDINANCE OF THE WASILLA CITY COUNCIL AMENDING WMC 3.60.070.B OVERTIME, TO PROVIDE THAT TRAVEL OUTSIDE AN EMPLOYEE'S REGULAR WORK SCHEDULE SHALL BE COMPENSATED UP TO EIGHT (8) HOURS PER DAY AND TO PROVIDE THAT MANDATORY TRAINING SHALL BE COMPENSATED ONLY FOR ACTUAL HOURS SPENT IN TRAINING.

WHEREAS, the City wishes to provide compensation, plus any applicable overtime, to non-exempt employees for time spent in traveling on City business to a maximum of eight (8) hours per day; and

WHEREAS the City wishes to provide compensation, plus any applicable overtime, to non-exempt employees for mandatory training only for actual hours spent in training, regardless of the total number of hours in an employee's regular shift.

* **Section 1. Classification.** This ordinance is of a general and permanent nature and shall become part of the city code.

* **Section 2. Amendment of section.** WMC Section 3.60.070.B, Overtime, is amended as follows:

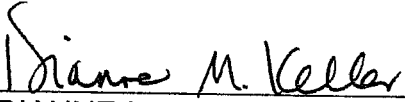
B. Only employees who are eligible for overtime under the federal Fair Labor Standards Act ("FLSA") shall be paid overtime. However, overtime shall be paid for hours actually worked in a particular day beyond the number of hours actually worked in a regular shift as long as the regular shift is eight or more hours, or for hours actually worked in a week beyond forty (40) actual hours worked. **Provided further, that time**

spent in travel on City business shall be treated as hours worked for purposes of
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compensation and overtime to a maximum of eight hours in a day, regardless of whether such travel occurs during the employee's regularly scheduled shift. Provided further, however, that mandatory training shall be compensated based on actual hours spent in attendance at training, regardless of the number of hours in the employee's regular shift. In determining whether an employee has worked more than 40 actual hours in a week, the number of hours actually worked shall be determined without including hours that are worked in excess of the employee's regular shift of eight or more hours in a day because the employee has or will be separately awarded overtime compensation for those hours in accordance with this section. Time on stand by or on call out that a public works employee does not actually work, or paid time off, other leave, and holidays for all employees, do not count towards the number of hours actually worked in a day or a week for purposes of computing overtime.


* **Section 3. Effective date.** This ordinance shall take effect upon adoption of the Wasilla City Council.

ADOPTED by the Wasilla City Council on June 27, 2005.



DIANNE M. KELLER, Mayor

ATTEST:



KRISTIE SMITHERS, MMC
City Clerk

[SEAL]

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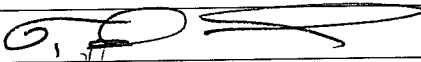
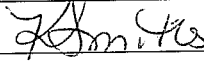
**CITY OF WASILLA
LEGISLATION STAFF REPORT**

RE: ORDINANCE SERIAL NO. 05-42: AMENDING WMC TITLE 3, PERSONNEL.

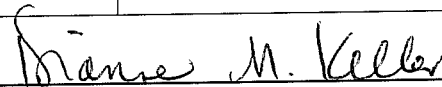
Agenda of: June 13, 2005

Date: June 2, 2005

Originator: Ted Leonard, Director of Finance and Administrative Services

Route to:	Department	Signature/Date
	Police	
	Recreational and Cultural Services Library, Museum	
	Public Works Planning	
X	Finance *signature required	
X	Clerk	

REVIEWED BY MAYOR DIANNE M. KELLER:



FISCAL IMPACT: yes\$ or no

Funds Available yes no

Account name/number:

Attachments:

SUMMARY STATEMENT:

This ordinance amends WMC 3.60.070.B to provide that travel outside an employee's regular work schedule shall be compensated up to eight (8) hours per day and to provide that mandatory training shall be compensated only for actual hours spent in training.

As the City grows, the City will be sending more employees to training, which will require travel outside the employees normally, scheduled work hours. The current code section does not clearly designate how time spent traveling will be compensated. Under this amendment, travel after regular work schedule will be treated as hours worked for the purposes of compensation and overtime up to a maximum of eight hours a day.

Also, the amendment to the code more clearly states how employees will be compensated for the time they are in training even if that amount of time is different than their regularly scheduled shift. For example, if the employee was in training for eight (8) hours and the employee's normally scheduled shift was 10 hours, that employee would be compensated for the eight (8) that employee spent in training not for ten (10) hours.