

RESOLUTION NO. 2012- 24

A RESOLUTION OF FREMONT COUNTY, IDAHO, TO ENSURE THAT FREMONT COUNTY SHERIFF'S OFFICE DISPATCHERS ARE COMPENSATED APPROPRIATELY FOR WORK PERFORMED BEYOND THE STANDARD WORK SCHEDULE OF 40 HOURS PER WEEK; TO ENSURE UNIFORMITY AND CONSISTENCY IN OVERTIME COMPENSATION RELATED TO FREMONT COUNTY SHERIFF'S OFFICE DISPATCHERS; DECLARING THAT CONFLICTING RESOLUTIONS ARE HEREBY SUPERSEDED; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Fremont County Sheriff's Office strives to ensure that Fremont County Sheriff's Office dispatchers are generally able to complete their work tasks within the work week; and

WHEREAS, Fremont County Sheriff's Office dispatchers play an important role in maintaining the safety of law enforcement and the public; and

WHEREAS, periodically, overtime work is necessary to maintain county operations.

WHEREAS, is has become necessary to develop a uniform policy regarding overtime for Fremont County Sheriff's Office dispatchers; and

WHEREAS, the Board of County Commissioners of Fremont County, Idaho has determined it is in the best interests of the dispatcher of the Fremont County Sheriff's Office to set out in writing its policies regarding overtime.

NOW THEREFORE, BE IT RESOLVED as follows:

1. Overtime work done by Fremont County Sheriff's Office dispatchers is classified as authorized work in excess of the maximum hours of the established normal work period.
2. Any time scheduled over 40 hours must be authorized by the supervisor.
3. Any time worked, or deemed to have been worked in excess of a Fremont County Sheriff's Office dispatcher's regularly scheduled work shift will be paid at the rate of one and one-half times the regular rate of pay, and will be paid in the applicable pay period.
4. Actual hours of overtime work shall be reported on each attendance report. If payment is to be made, the number of hours of overtime credit to be paid for shall be specified. All overtime work must be reflected on the employee time sheet.
5. For the purposes of calculating overtime, holidays, sick leave, personal time, and bereavement leave shall not be counted as hours worked. Overtime pay is based on the actual hours worked.

Microfilm No. 540256
Day 5th 2012
At 4:41 O'Clock PM
ABBE MACE
FREMONT COUNTY
Fee \$ 10
Recorded & Indexed
Curt Abbie Mace

6. A Fremont County Sheriff's Office dispatcher who may accrue overtime hours while working a paid holiday will receive normal overtime pay, not time and one-half of the holiday pay.

7. Overtime work shall not be a basis for increasing personal time, nor shall it be a basis of advancing completion of required period for probation or salary step advance.

8. Part-time employees will also be subject to this policy when asked to work in excess of 40 hours per workweek.

9. Fremont County Sheriff's Office dispatchers in classifications which are not exempt from the Fair Labor Standards Act shall be compensated for overtime consistent with the Act. Such employees shall receive compensation for overtime worked under the foregoing County provisions when the hours worked is not considered overtime under the Act.

10. The provisions of this resolution shall be deemed severable and it is expressly declared by the Board of County Commissioners would have passed the other provisions of this resolution irrespective of whether or not one or more provisions may be declared invalid. If any provision of this resolution or the application to any person or circumstances is held invalid, the remainder of the resolution and the application of such provisions to other persons' circumstances shall not be deemed affected.

11. This policy supersedes any existing policy, policies or procedures that may be in conflict with the provisions of this policy.

APPROVED and ADOPTED this 4th day of September, 2012.

BOARD OF COUNTY COMMISSIONERS
FREMONT COUNTY, IDAHO



RONALD "SKIP" HURT, CHAIRMAN

ATTEST:



ABBIE MACE, COUNTY CLERK

