

ORDINANCE NO. 898

AN ORDINANCE OF THE OGDEN DUNES TOWN COUNCIL  
ADOPTING A WORK PERIOD FOR EMPLOYEES ENGAGED IN LAW ENFORCEMENT AND  
AMENDING THE PERSONNEL POLICY HANDBOOK

WHEREAS, the Town of Ogden Dunes employs individuals as police officers engaged in law enforcement activities; and

WHEREAS, the Town Council of the Town of Ogden Dunes desires to adopt certain policies concerning the payment of overtime to such law enforcement officers which policies are consistent with the Fair Labor Standards Act.

NOW THEREFORE, BE IT AND IT IS HEREBY ORDAINED by the Ogden Dunes Town Council as follows:

SECTION 1: That the Town of Ogden Dunes adopts a fourteen (14) day work period for those employees employed by the Police Department and engaged in law enforcement activities.

SECTION 2: The Town of Ogden Dunes Personnel Policy Handbook section entitled "Work Schedules and Overtime Pay" shall be amended and hereafter read as follows:

**Work Schedules and Overtime Pay** - All non-exempt, non-salaried employees, with the exception of police department employees, will be paid time and one-half the regular rate of pay OR will receive compensatory time at one and one-half the time for all work performed in excess of forty (40) hours per week. Except for police officers, as indicated below, no more than 24 hours of compensatory time may be accumulated before the employee must take pay for any overtime worked. For all full-time employees, holidays and comp hours/days will be counted as hours worked for purposes of calculating your overtime hours. Other time off of work shall not count toward overtime. Overtime pay will be computed in fifteen-minute increments. Those hourly police department employees engaged in law enforcement activities will be compensated in accordance with the Section 7(k) overtime pay partial exemption. The Town of Ogden Dunes hereby adopts a fourteen (14) day "work period" for the purpose of determining hours worked in excess of the 7(k) partial exemption. Full-time police officers will be paid straight time compensation for up to eighty (80) hours worked during each work period. At the option of the Town, officers will be paid time and one half of their regular hourly rate for every hour of overtime worked or will be provided compensatory time at the rate of one and one-half hours for every hour of overtime worked in excess of the partial exemption. Police department officers will receive time and one half pay for each hour worked on holidays recognized by the Town. Officers may accumulate no more than eighty (80) hours of compensatory time off in lieu of overtime. Officers working a 12-hour shift will utilize 12 hours of vacation or sick leave for each vacation or sick day off. Time off for bereavement shall be calculated in a manner similar to other employees of the Town.

Except as provided elsewhere, with the approval of the department head and Town Council, all salaried supervisory personnel exempt from the Fair Labor Standards Act may be scheduled and receive appropriate overtime pay or compensatory time off. Such pay will not be calculated at any time and one-half premium but rather at the straight time hourly calculation of the particular worker's composite pay, unless otherwise provided in this handbook or the wage and salary ordinance.

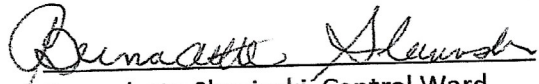
SECTION 3: This Ordinance shall be in full force and effect from and after its adoption as required by law. Sections 1 and 2 of this Ordinance shall be retroactive to January 1, 2023.

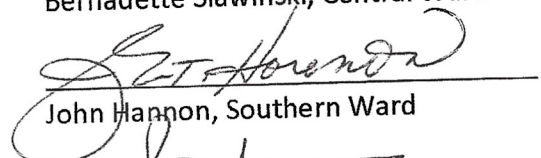
ALL OF WHICH IS PASSED AND ADOPTED THIS 13<sup>th</sup> DAY OF March, 2023

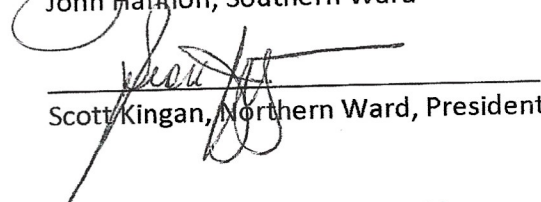
**OGDEN DUNES TOWN COUNCIL**

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Dave Snyder, At-Large

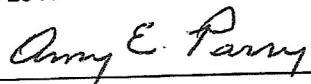
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Karl Krizmanic, At-Large

  
Bernadette Slawinski, Central Ward

  
John Hannon, Southern Ward

  
Scott Kingan, Northern Ward, President

ATTEST:

  
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Amy Parry, Clerk-Treasurer