

**CITY OF NORTH BONNEVILLE
ORDINANCE NO. 977**

**AN ORDINANCE OF THE CITY OF NORTH BONNEVILLE, WASHINGTON,
RELATING TO PERSONNEL POLICY, AMENDING NORTH BONNEVILLE
MUNICIPAL CODE TITLE 2; LIMITING ON-CALL SCHEDULING**

WHEREAS, the City's current personnel policies allow do not limit on-call scheduling; and

WHEREAS, the City Council desires to limit on-call expenses;

**NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF NORTH
BONNEVILLE, WASHINGTON, DOES ORDAIN AS FOLLOWS:**

Section 1. Amending Section 2.32.370 Compensation

Section 2.32.370 "Compensation" of the North Bonneville Municipal Code is hereby amended as follows:

2.32.370 Compensation.

Each employee shall be compensated in accordance with the salary or wage scale approved by the City Council and enacted by City ordinance. Salary levels or wage scales shall be reviewed on a yearly basis, during the regularly scheduled budget hearings, to take into account increases in responsibility, quality of work, tenure of employment, cost of living and any other influences deemed appropriate by the City Council.

A. Minimum Wage. Any individual eighteen years of age or older, unless exempt under the provisions of Section I(5)(k)(8) of RCW 49.46.020(2), shall be paid at a rate of not less than that established by the State of Washington and subsequent revisions as may be enacted by supplement or amendments to RCW Chapter 49.46.

B. Overtime Pay and Compensatory Time. An employee shall be paid at a rate of one and one-half (1-1/2) times his or her regular rate at which they are employed for a work week longer than forty (40) hours; except that compensation for employment in excess of forty (40) hours in a given work week shall not apply to any person exempted pursuant to RCW 49.46.010 (5) as now or hereinafter amended. Permanent part time employees shall be paid at a rate of one and one-half (1-1/2) times his or her regular rate for work over eight (8) hours per day. Eligible employees shall have the option, upon their request and approval of the Official, to accept compensatory time for evening meetings in lieu of overtime pay. Compensatory time shall be taken at a rate of one and one-half (1-1/2)

times the hours worked and used within sixty (60) days of the additional time worked.

C. Any individual called to duty after normal working hours shall be compensated for a minimum one (1) hour service.

D. Employees under classifications of 2.32.480 through 2.32.510, full time positions will be required to be "on call" to meet the needs of the City during off hours, including weekends and holidays. "On call" requires that the employee will be available for all emergencies by effective means of telephone, cell phone, pager, radio, etc. The employee must be able to respond to a call within 15 minutes. If the scheduled employee cannot fulfill their "on call" obligation, it is their responsibility to find a employee to take their place.

On-call pay can not exceed a total of one thousand dollars in a calendar month.

Employees shall be paid an additional five hundred dollars (\$500) per month for performance of their "on call" coverage. Compensation shall be paid only to the Public Works employees serving their "on call" obligation as set forth above.

If an employee "on call" is called to duty after normal working hours they shall be compensated for their time worked in addition to the "on call" compensation, at a rate of one and one-half their normal hourly rate.

Section 2. Severability.

If any section, sentence, clause or phrase of this Ordinance shall be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the validity or constitutionality of any other section, sentence, clause or phrase of this Ordinance.

Section 3. Effective Date and Publication.

A summary of this Ordinance consisting of its title shall be published in the official newspaper of the City. This Ordinance shall take effect on January 1, 2011.

PASSED BY THE CITY COUNCIL ON DECEMBER 14, 2010.

Don Stevens, Mayor

ATTEST:

John Spencer, City Clerk

APPROVED AS TO FORM:

Teunis J. Wyers, City Attorney

Published:

Effective Date: