

Ordinance 636-20

AN ORDINANCE AMENDING ORDINANCE 544-14
AUTHORIZING COMPENSATION OF SALARIED EMPLOYEES
AND SETTING FORTH ADMINISTRATIVE PAY POLICY DURING DECLARED
EMERGENCIES, AND AUTHORIZING MAYOR TO DELCARE LOCAL STATE OF
EMERGENCY AND PAY FOR ALL EMPLOYEES

BE IT ORDAINED by the Town Council of the Town of Summerdale, Alabama as follows:

SECTION I. Definitions. For the purposes of this section the following definitions will apply:

- A. Salaried-exempt employee: An employee whose job duties are of such a nature that they are covered by exemptions of the overtime provisions of the Fair Labor Standards Act.
- B Employee: An individual who is employed by the town (other than a temporary individual obtained through a temporary service organization) and is paid from town-controlled funds; or, a person who is on authorized leave of absence from the town and whose position is being held for him/her pending his/her return.

SECTION II. Compensation of salaried-exempt employees for overtime work performed during states of emergency affecting the Town of Summerdale, Alabama.

- A. In the event of an emergency affecting the Town of Summerdale as declared by the Governor of the State of Alabama and/or declared by the mayor of the Town of Summerdale and/or such other competent authority, the mayor may utilize salaried employees to aid the town during normal and extended work hours. In this event, salaried employees will be considered nonexempt (hourly) employees beginning when such state of emergency is declared and ending when such state of emergency is lifted. Exempt employees shall receive compensation at the rate of one and one-half (1½) times their "calculated hourly wage" for each hour worked in excess of forty (40) hours per week. "Calculated hourly wage" shall be determined by dividing the salaried employee's annual salary by two thousand eighty (2,080). Exempt employees will not receive overtime pay for work during any portion of the pay period that is not during a declared state of emergency (i.e., a maximum of eight (8) hours will be recognized for work days not falling within the time of the declared emergency).

SECTION III. Compensation for employees during states of emergency affecting the Town of Summerdale, Alabama.

- B. In the event of an emergency affecting the Town of Summerdale as declared by the Governor of the State of Alabama and/or declared by the mayor of the Town of Summerdale and/or such other competent authority, the mayor may utilize employees to aid the town during normal and extended work hours. Also, the Mayor shall make the decision when Town offices should close and re-open and is authorized to pay employees.

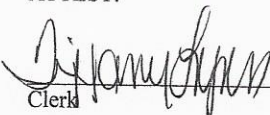
SECTION III. This Ordinance shall become effective following the posting as required by law.

Adopted this 14th day of October, 2020



Mayor

ATTEST:



Clerk