

**ORDINANCE NO. 646**

**AN ORDINANCE AMENDING PARAGRAPH 22.1 OF THE CITY OF POLSON PERSONNEL POLICY TO FOSTER EQUITY FOR PERSONNEL CALLED OUT FOR PUBLIC HEALTH AND SAFETY EMERGENCIES.**

Whereas, the City Council of the City of Polson, hereinafter Council, find that its Personnel Manual as currently written fails to clarify the equities with regard to the overtime policy applicable to employees called out on an emergent basis to meet a threat to public health and safety; and,

Whereas, the City Council desires to acknowledge and compensate such employees in a fair and equitable manner in such cases where the employee is required to interrupt what would normally be an off-duty period in order to meet such emergencies; and,

Whereas, the Council finds that the added burden to the public fisc is nominal, but that the net positive impacts on the morale and teamwork of the affected employees and by extension their service to the public are substantial.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF POLSON, MONTANA:**

1. Paragraph 22.1 is amended in whole to read:  
“Non-exempt employees working over 40 hours per week, or on call employees called out for emergencies after normal working hours regardless of holiday, vacation, or sick leave used will be paid overtime at one and one-half the rate of the usual hourly wage rate. All employees must receive authorization in writing from their supervisor prior to working such additional hours unless in the event of an emergency involving the public health and safety.”

**REPEALING CLAUSE:** All Ordinances or parts of ordinances in conflict herewith are hereby repealed.

**FIRST READING:** May 18, 2009

**SECOND READING:** June 1, 2009

**NOW, THEREFORE,** the foregoing Ordinance shall become effective on July 1, 2009.

**PASSED AND ADOPTED THIS first day of June, 2009.**

CITY OF POLSON

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Lou Marchello, Mayor

ATTEST:

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Aggi Loeser, City Clerk