



CITY OF
FORESTPARK

City Council Agenda Item

Subject: Public Works – Double Time Overtime Pay (Executive Offices)

Submitted By: Ricky L. Clark, Jr., City Manager

Date Submitted: August 4, 2023

Work Session Date: August 7, 2023

Council Meeting Date: August 7, 2023

Background/History:

To continue implementing employee incentives city-wide, we recommend adding “double-time” pay for Public Works employees. This incentive would last 90 days to assist with catching up with grass-cutting around the city. This will only go into effect on Friday after they have completed their typical shift – Sunday at midnight; all other overtime will be paid out at 1.5 times. This pay will only occur after the employee has completed a 40-hour work week.

Policy Overtime for non-exempt Public Works employees shall be compensated according to State and federal law. All actual work performed by a nonexempt employee within the Public Works Department between the normal work week, Monday through close of business on Friday, in excess of 40 regular hours, shall be paid overtime at a rate of time and one-half. All work performed by a nonexempt employee within the Public Works Department between Friday 5:01 p.m. – Sunday 12:00 p.m. will be paid at a rate of two (2) times the employee’s regular rate of pay.

Cost: \$ Variable

Budgeted for: Yes No

Financial Impact:

N/A
