RESOLUTION NO. 2022-5

A RESOLUTION TO ESTABLISH A COMP TIME POLICY FOR FULL-TIME VILLAGE EMPLOYEES

BE IT RESOLVED BY THE CHAIRPERSON AND THE BOARD OF TRUSTEES OF THE VILLAGE OF CLEARWATER, NEBRASKA, AS FOLLOWS:

Section 1. Village employees who work in excess of forty (40) hours in a workweek will be entitled to compensation at one and one-half times his or her normal hourly rate of pay for time worked in excess of forty (40) hours. In lieu of time and one-half pay, the employee may opt to be credited for comp time, again at the rate of time and one-half. In determining whether an employee is entitled to overtime compensation, or the accumulation of comp time hours, only time actually worked in a workweek will be credited. Paid time not worked will not be counted as time worked for the purpose of making overtime or comp time calculations. In addition, only non-exempt employees shall be entitled to earn overtime and/or comp time.

Section 2. Individual village employees may not accumulate more than 40 hours of comp time. Any employee that reaches 40 hours of comp time will be frozen at that level until the employee has worked down his or her comp time accumulation to a level below the 40-hour maximum. During this period of time, such employee shall be paid in money for all overtime worked.

Section 3. Comp time hours must be used before the anniversary of the hire date of an employee. Any accumulated and unused comp time hours on the anniversary of the hire date of an employee shall be paid in money and the comp time hours shall reset to zero.

Section 4. That all resolutions or parts of resolutions in conflict be and are hereby repealed.

PASSED AND APPROVED this 12 day of December, 2022

Chairperson

ATTEST:

Angie Huff

Village Clerk