ORIGINAL

RESOLUTION NO. 2011-01

A RESOLUTION AMENDING SECTION E-6 OF ARTICLE E AND SECTION G-2 OF ARTICLE G OF THE UNIFORM PERSONNEL POLICIES AND GUIDELINES FOR THE CITY OF BASEHOR

WHEREAS, based on recommendation by City Staff, it is the desire of the Governing Body to amend certain provisions of the Uniform Personnel Policies and Guidelines for the City of Basehor.

THEREFORE, BE IT RESOLVED THAT the Governing Body of the city of Basehor adopts the following amended Section E-6 of Article E and Section G-2 of Article G of the Uniform Personnel Policies and Guidelines for the City of Basehor, said amendments to be distributed to all employees upon adoption of this Resolution by the City Council:

E-6. Overtime Work.

(a) Compensation for authorized overtime work shall be at the rate of 1½ times the employee's regular rate of pay.

(b) Employees are not allowed to trade time worked for compensatory time.

(c) *Exempt employees* are not required to be paid overtime in accordance with the Federal Fair Labor Standards Act (FLSA). Executives, professional employees, and certain employees in administrative positions are considered exempt employees.

(d) *Non-exempt employees*, in accordance with the Federal Fair Labor Standards Act (FLSA), shall be eligible to receive overtime compensation for all hours worked in excess of 40 hours in one week.

(e) All overtime work must have prior authorization by the employee's supervisor. The supervisor shall maintain records of any overtime worked.

G-2. Employer Provided Deferred Compensation Benefits. All eligible employees (with a hire date on or before 1/17/2011), with the exception of sworn police officers, are covered under the city's deferred compensation program (401-A). Under this plan, the employer's contribution is equal to the city contribution for sworn officers in the KP&F Retirement System and may vary from year to year. For all eligible employees hired after 1/17/2011, with the exception of sworn police officers, the city contribution to the employee's 401-A plan will be equal to the current Kansas Public Employees Retirement System contribution requirement and may vary from year to year. The city will begin depositing funds into the 401-A plan for the employee beginning with their first paycheck but, for any employee beginning service with the city after the adoption of this policy (1/17/2011), said employee will not be vested

in the 401-A plan until their third anniversary with the city. The cost of this benefit is paid entirely by the employer.

Passed by the Governing Body of the City of Basehor, Kansas this 17th day of January, 2011.

Mayor Terry Hill

ATTEST:

Corey Swisher, City Clerk

SEAL OF THE CITY OF BASEHOR, KANSAS
CORPORATE SEAL

APPROVED AS TO FORM:

Patrick G. Reavey, City Attorney