

TOWN OF OAK CREEK

ORDINANCE NO. 629

AN ORDINANCE AMENDING THE TOWN OF OAK CREEK PERSONNEL POLICIES AND PROCEDURES ENACTED PURSUANT TO CHAPTER 2.26 OF THE OAK CREEK MUNICIPAL CODE

WHEREAS, Section 2.26 of the Oak Creek Municipal Code provides for the adoption, maintenance and amendment of the Town of Oak Creek Personnel Policies and Procedures (Personnel Policies); and

WHEREAS, the Personnel Policies contain information concerning the policies and procedures of the Town which govern employment with the Town; and

WHEREAS, the Board considered this Ordinance amending the Personnel Policies at a public meeting held on December 11, 2014; and

WHEREAS, the Board has determined it is necessary to amend certain provisions contained in the Personnel Policies; and

WHEREAS, Trustee Gustafson made a motion to approve the amendments to the Personnel Policies as proposed. Trustee Gagne seconded the motion. The motion passed unanimously.

NOW, THEREFORE, be it ordained by the Board of Trustees of the Town of Oak Creek as follows:

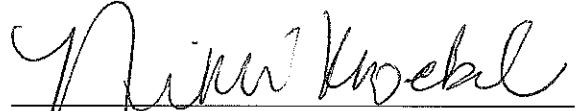
Section 1. The Town of Oak Creek Personnel Policies and Procedures are hereby amended as follows (additions are underlined, deletions are struck-through):

- a. Section 9.14 On-Call Compensation – When non-police employees are required to carry a pager or cellphone, they will be compensated at a rate of \$150 for every seven days they carry the pager or cellphone. If an employee is called out during non-work hours, he/she is paid one and one-half time his regular rate for any hours worked in excess of 40.
- b. Section 9.15 Time Worked – All time worked for FLSA Non-Exempt employees will be recorded and paid in accordance with the FLSA. Questions regarding work time and the FLSA should be addressed to the Town Administrator/Clerk. Sick Leave, Vacation Leave, Holiday Leave, and Personal Leave will be counted as hours worked for overtime compensation purposes.
- c. Section 10.2.3 457 Deferred Compensation Plan – With the exception of police officers or other qualified employees participating in the Fire and Police Pension Association, the Town contributes 3% of an employee's gross salary to a 457 deferred compensation plan after six (6) months of employment and successful completion of an Initial Review Period.

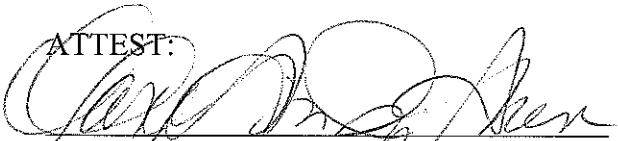
SECTION 6. SEVERABILITY, CONFLICTING ORDINANCES REPEALED. If any section, subsection, sentence, clause or phrase of this Ordinance is, for any reason, held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining portions of this Ordinance. All other ordinances in conflict with the provisions of this Ordinance are hereby repealed.

SECTION 7. EFFECTIVE DATE. This ordinance shall take effect and be in full force and effect thirty (30) days after adoption and publication pursuant to C.R.S. § 31-16-105.

INTRODUCED, READ, APPROVED AND ORDERED PUBLISHED this 11th day of December, 2014.



Nikki Knoebel, Mayor

ATTEST:


Mary Alice Page-Allen
Town Administrator/Clerk

