

ORDINANCE NO.2022-10

AN ORDINANCE AMENDING THE CITY OF LAFOLLETTE  
PERSONNEL POLICY AS SET FORTH IN ORDINANCE NO. 2001-06

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF MAYOR AND ALDERMAN OF THE CITY OF LAFOLLETTE, TENNESSEE, as follows:

Whereas the City of LaFollette desires to amend Section III (Compensation) of its Personnel Policy by deleting the introductory paragraph of Section III and replacing it with the following:

When it become necessary for an employee to work overtime hours or return to duty from off-duty hours due to an emergency, regular employees, part time employees, and temporary employees shall be paid according to the prevailing salary schedule. Overtime work will be compensated according to the FLSA (Fair Labor Act-29 CFR Section 553 et seq) provisions at a rate of 1 ½ times the employee's regular rate. Overtime work may also be paid with compensatory time at a rate of 1 ½ times the hours worked in accordance with the FLSA. Generally, overtime work must be authorized by the Department Head/Manager. For purposes of clarification, overtime hours will not be calculated until the employee reaches 80 hours (106 for firefighters/86 for police officers) of actual on site hours worked. Paid time off (i.e. sick days, vacation etc) does not count towards actual on site hours worked.

All remaining portions of said section shall remain intact.

A. **Conflict with Other Ordinances.** In case of conflict between this ordinance or any part thereof, and the whole or part of any existing or future ordinance of the City of LaFollette, the most restrictive shall in all cases apply.

B. **Validity.** If any section, clause, provision, or portion of this Ordinance shall be held to be in doubt or unconstitutional by any court of competent jurisdiction, such holding shall not affect any other section, clause, provision, or portion of this Ordinance which is not of itself invalid or unconstitutional.

C. **Remaining Sections.** This amendment only applies to the above definition of said policy and all remaining terms and sections not specifically amended herein shall remain in full force and effect.

D. **Effective Date.** This ordinance shall become effective upon passage and publication, the public welfare requiring it.

Passed 1<sup>st</sup> reading, July 5, \_\_\_\_\_, 2022.

Passed 2<sup>nd</sup> reading, July 5, \_\_\_\_\_, 2022.

Passed 3<sup>rd</sup> reading, August 2, \_\_\_\_\_, 2022.

Phillip Farmer  
MAYOR

[Signature]  
RECORDER

Councilperson, Mr. Kitts, moved the adoption of the foregoing Ordinance on first reading, second by Councilperson Mr. St. John, upon roll call the vote on said motion was as follows:

AYE:

Mr. Hoskins  
Mr. Kitts  
Mrs. Solomon  
Mr. St. John

NAY: