

## COMP-TIME

The City and Non-Uniformed Collective Bargaining Unit agree that in lieu of cash payment for overtime provided in their agreement, employees who are not exempt from the Fair Labor Standards Act (FLSA) may opt to accept comp-time. The comp-time shall be accumulated at straight time for those hours up to forty (40) hours per week and any hours over (40) hours in that week shall be at one and one-half (1 ½) times.

In no case shall comp-time accumulated exceed 240 hours. Any time accumulated shall be utilized by the employee as approved by the department head within two years. Any time not used or still to the employees' credit when they leave the City employment shall be paid at the higher of either the employee' rate at that time or the average three year rate prior to payment.

Regardless to other provisions of the agreement, the City and any employee shall have the right to utilize a time off plan for work needed beyond the normal schedule work day. This plan shall enable employees to work special assignment provided that such time worked will be taken off from the regular scheduled work hours within that same pay period. Any such hours which may cause the employee to work more than 40 hours per week shall be taken off at time and one-half.

Employee who are exempt as per the FLSA shall be entitled to work as stated in Section A of the Non-Uniform Bargaining Agreement or opt to work for straight time for comp-time or for time off plan, unless otherwise agreed to by the Collective Bargaining Unit and the City.