

AN ORDINANCE OF THE CITY OF OSAGE BEACH, MISSOURI, AMENDING CHAPTER 125 HUMAN RESOURCE SYSTEM (PERSONNEL) RULES AND REGULATIONS.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF OSAGE BEACH, MISSOURI AS FOLLOWS:

Section I. That the Code of Ordinances of the City of Osage Beach, in Chapter 125, specifically Section 125.050 Pay and Compensation - Item E *Periodic Position Review and Maintenance Of Job Descriptions*, Item G. #8 and #9 (a & d) are hereby enacted with amendments as set forth below with new material set out in red and deleted material struck as follows:

Section 125.050. Pay and Compensation.

E. *Periodic Position Review and Maintenance Of Job Descriptions.* In order to ensure that jobs remain in the appropriate classification and job descriptions are relevant, the Human Resources Generalist is responsible for establishing procedures so that all positions are reviewed every ~~eight (8)~~ **five (5)** years.

G. *Individual Employee Pay Adjustments.* Individual pay adjustments may be made in any of the following ways:

8. ~~Call-out~~ **On-call pay.**

- a. Employees will be paid a minimum of three (3) hours when called to work during off-duty hours for emergency or imperative work that cannot be addressed during business hours or as determined by the department manager.
- b. An employee called out within three (3) hours or less from the start of his/her regular scheduled shift shall be paid for actual hours worked at his/her regular wage rate and mileage reimbursement does not apply.
- c. Round trip mileage, calculated from the employee's residence to the City (appropriate departmental location) and back to the residence, shall be paid upon departmental authorization on call outs, excluding exception listed above in item (b).

9. ~~Page~~ **Stand-by pay.**

- a. Employees with pre-determined positions requiring a ~~page~~ **to be on stand-by** for a determined time period for the purpose of on-call status (~~may be a cell phone or other electronic device used for contact on a continuous on-call period~~) shall receive ~~eight (8)~~ **seven (7)** hours of his/her ~~regular wage~~ **overtime rate** per week (week = a seven (7) day period and for time periods other than a week, paid hours shall be pro-rated) to compensate for this on-call status.
- b. Employees are required to be able to report to work upon call-in within a reasonable time period based on the equivalent travel time from his/her specific residence.
- c. The same "fit for duty" expectations apply as if the employee is reporting for work during his/her regular scheduled hours of work.

- d. Employees shall forfeit his/her scheduled ~~paper pay~~ **stand-by** if employee is unable to perform the duties required for any reason and/or is unable to report to work within the reasonable time frame stated above.
- e. Unless otherwise stated in this policy, City Code Section 125.150 "Discipline" shall be followed when imposing discipline for violation of this policy.

Section 2. Repeal of Ordinances not to affect liabilities, etc.

Whenever any part of this ordinance shall be repealed or modified, either expressly or by implication, by a subsequent ordinance, that part of the ordinance thus repealed or modified shall continue in force until the subsequent ordinance repealing or modifying the ordinance shall go into effect unless therein otherwise expressly provided; but no suit, prosecution, proceeding, right, fine or penalty instituted, created, given, secured or accrued under this ordinance previous to its repeal shall not be affected, released or discharged but may be prosecuted, enjoined and recovered as fully as if this ordinance or provisions had continued in force, unless it shall be therein otherwise expressly provided.

Section 3. After passage and approval by the Mayor this Ordinance shall be in full force and effect beginning on January 1, 2022

READ FIRST TIME: December 16, 2021 READ SECOND TIME: December 16, 2021

I hereby certify that the above Ordinance No. 21.81 was duly passed on December 16, 2021, by the Board of Aldermen of the City of Osage Beach. The votes thereon were as follows:

Ayes: 5 Nays: 0 Abstain: 0 Absent: 0

This Ordinance is hereby transmitted to the Mayor for his signature.

12.16.21
Date

Tara Berreth
Tara Berreth City Clerk

Approved as to form:

[Signature]
Edward Rucker, City Attorney

I hereby approve Ordinance No. 21.81

12.16.21
Date

John Olivarri
John Olivarri, Mayor

ATTEST:

Tara Berreth
Tara Berreth, City Clerk