

CHAPTER 35: EMPLOYMENT POLICIES

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§ 35.01 DEFINITIONS.

For the purpose of this chapter, the following words and phrases shall have the following meanings ascribed to them respectively.

"EMPLOYEES." All employees of the city employed in the usual course of operation of the management of the city and its services, but not including those elected or appointed personnel whose wages are specifically fixed by law or ordinance by virtue of their office or position or those personnel employed as members of their staff, and other personnel who are otherwise exempted from state and federal legislation. (Ord. passed 2-10-76)

§ 35.02 DETERMINATION OF HOURLY WAGE.

The respective hourly wage of each employee shall be computed from his prior salary determined by the number of hours actually worked during each pay period, computed on the basis of a 40-hour week with time and a half for all hours over 40 hours within each week. The determination shall be computed so that the hourly computation shall result in the same salary as is presently received by such employees, which present salary shall remain unchanged, except as necessary to comply with appropriate legislation or to change a fraction to a whole. (Ord. passed 2-10-76)

§ 35.03 JOB CLASSIFICATION AND FIXED HOURLY WAGE.

Employees shall, by nature of their employment, be classified for pay purposes into one of the job classifications established by the city and shall receive compensation in accordance with the hourly rate fixed by the city, with provision that the straight hourly rate shall apply to 40 hours of work of each week and overtime hourly rate shall apply at the rate of 1-1/2 times the straight hourly rate for all additional hours in excess of the 40 hours of work per week, or eight hours per day. Only the Mayor or City Engineer shall have the authority to change employees to different job classifications, initiate new positions, set the rate of pay, and authorize overtime hours or extraordinary compensation to employees.

(Ord. passed 2-10-76; Am. Ord. 279, passed 6-27-84; Am. Ord. 298, passed - - ; Am. Ord. 359, passed - - ; Am. Ord. 382, passed 6-29-88; Am. Ord. passed 6- -89; Am. Ord. 439, passed 6-28-90; Am. Ord. --, passed 6-14-91; Am. Ord. 574, passed 2-28-95; Am. Ord. 578, passed 4-14-95; Am. Ord. 590, passed 8-8-95; Am. Ord. 735, passed 9-25-01; Am. Ord. 745, passed 3-12-02; Am. Ord. 765, passed 3-11-03; Am. Ord. 769, passed 5-13-03)

§ 35.04 ADDITIONAL COMPENSATION.

In addition to the foregoing hourly wage, all qualifying employees shall receive all other benefits of their employment which they have received, including any incentive or longevity benefits, except no employees shall be deemed eligible for enrollment in the county retirement system prior to completion of one year service. The one-year period is a probationary period for permanent employment. (Ord. passed 2-10-76)

§ 35.05 NEW OR ADDITIONAL EMPLOYEES.

Nothing herein to the contrary withstanding, any new and/or additional personnel employed subsequent to the adoption of this section shall be employed at such hourly wage as may be established at the time of employment without regard to the fixed wage per job classification established by the city, provided that the hourly wage shall be not less than the greater sum that may be fixed by applicable federal or state legislation.

(Ord. passed 2-10-76; amend. Ord. 279, passed 6-27-84; amend. Ord. 298, passed - - ; amend. Ord. 359, passed - - ; amend. Ord. 382, passed 6-29-88; Am. Ord. passed 6- -89; Am. Ord. 439, passed 6-28-90)

§ 35.06 COUNTY EMPLOYEES RETIREMENT SYSTEM.

The city is authorized to participate in the county retirement system effective July 1, 1965. All eligible regular full-time officers and employees of the city are authorized and directed to comply with the statutory requirements of this retirement system.

(Ord. passed 10-12-65)