

RESOLUTION NO. 22-11-017

SPONSORED BY: COMMISSIONERS JARED ANDERSON AND DAVID WELLS

**A RESOLUTION APPROVING AMENDMENTS TO THE BLOUNT COUNTY HIGHWAY DEPARTMENT
HANDBOOK SUPPLEMENT**

WHEREAS, on August 18, 2022 the Blount County Board of Commission adopted Resolution 22-08-014, setting forth the policies and procedures (“Employee Handbook”) in current force and effect for Blount County employees, including the Blount County Highway Handbook Supplement; and

WHEREAS, it is deemed to be in the best interest of the Highway Department that an amendment to the “Overtime/Compensatory Time” policy be approved;

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Blount County, Tennessee, assembled in regular session this 17th day of November 2022, that the Blount County Highway Department Employee Handbook Supplement is amended to read as follows:

**Classification and Compensation
Overtime Compensation/Compensatory Time**

Overtime situations will be evaluated by the Highway Superintendent to determine emergency or non-emergency status.

- A. **Overtime/Compensatory Time:** All eligible employees may be paid overtime or given compensatory time for all work performed over 40 hours during the workweek for non-emergency situations or emergency situations, all eligible employees will be paid overtime at time and a half of their regular wage regardless of hours worked during the workweek.
- B. **Non-Emergency Overtime:** Hourly employees will receive a four-hour call-in premium when they are called by a supervisor to respond to an emergency after normal business hours. This premium will begin thirty minutes after the employee’s regular shift has ended. This premium will reset every eight hours.
 - a. Example 1: An employee gets called in on a Saturday three times within an eight-hour period, they would receive (1) four-hour premium. If they get called in a fourth time eight hours after the original call, they will receive a (2nd) four-hour premium.
 - b. Example 2: An employee gets called in on a Saturday and works 9 hours straight on the original call in, they will receive one four-hour premium. The rules above will apply to all call-ins including: storm damage, downed trees, snow, or any other reason the employee is called in by a supervisor.
- C. **Emergency Overtime:** Hourly employees will receive a four-hour call-in premium and paid time and half for the overtime hours worked (regardless of the previous hours worked within the pay period) when they are called by a supervisor to respond to an

emergency after normal business hours. This premium will begin thirty minutes after the employee's regular shift has ended. This premium will reset every eight hours.

- a. Example 1: If an employee gets called in on a Saturday three times within an eight-hour period, they would receive (1) four hour premium. If they get called in a fourth time eight hours after the original call, they will receive a (2nd) four-hour premium.
- b. Example 2: If an employee gets called in on a Saturday and works 9 hours straight on the original call in, they will receive one four-hour premium. The rules above will apply to all call-ins including: storm damage, downed trees, snow, or any other reason the employee is called in by a supervisor.

D. An employee must elect to take overtime pay or compensatory time. An employee cannot accrue more than 80 hours of compensatory time. Once an employee's accrued compensatory time falls below the 80 hours, the employee will accrue back to the maximum of 80 hours. Anything above the 80 hours will be paid overtime.

BE IT FURTHER RESOLVED that this Resolution is effective immediately upon passage, and this version of the Employee Handbook Supplement supersedes all previous versions.

BE IT FURTHER RESOLVED THAT THIS RESOLUTION TAKE EFFECT FROM AND AFTER ITS PASSAGE, THE PUBLIC WELFARE REQUIRING IT; AND THAT ANY PRIOR RESOLUTION TO THE CONTRARY IS HEREBY DECLARED VOID.

CERTIFICATION OF ACTION

ATTEST

Chairman

County Clerk

Approved: _____

Vetoed: _____

County Mayor Date