

COMPENSATION**1.4.10****J. OVERTIME COMPENSATION**

As a matter of general policy, the City does not permit employees to work overtime. However, if circumstances warrant, employees may be required, and are expected to perform, overtime work. All overtime work must have the approval of the appropriate supervisor prior to actual performance of the work. Failure to obtain such approval in advance shall be justification for discipline up to, and including, termination. All overtime work shall be compensated at one and one-half times the employee's regular rate of pay under the Fair Labor Standards Act for overtime hours worked. Only actual hours worked shall be considered as hours worked for purposes of calculating overtime pay, unless authorized in a Memorandum of understanding adopted by the City Council. No overtime shall be recorded for less than 6 minutes of work.