

**Subject: Overtime Compensation for Municipal Employees****Recommendation:**

THAT Administration is hereby directed to fairly compensate with pay municipal employees, for overtime hours worked from May 1, 2016 until such time as the State of Local Emergency ends, including the time following May 1, 2016 during which a Provincial State of Emergency was in effect, such compensation to be:

- (a) in accordance with the terms of collective agreements for all employees covered by collective agreements; and
- (b) for employees at Director-level and below not covered by collective agreements at a rate equal to the employee's regular hourly rate for any hour or portion of an hour worked in a calendar week above 35 hours up to 44 hours, and at a rate equal to 1.5 times the employee's regular hourly rate for any hour or portion of an hour worked in a calendar week above 44 hours, as approved by the employee's immediate supervisor.
- (c) for employees to whom time off in lieu of pay for overtime hours worked in response to the wildfire emergency has been offered, the employee will have the option of accepting time in lieu of instead of overtime pay;

THAT Administration is further directed to submit the total sum of all such overtime payments made to municipal employees to the Government of Alberta as a claim for reimbursement under the Disaster Recovery Program so as to minimize the impact to Wood Buffalo taxpayers and in keeping with the principle of fiscal responsibility;

THAT Administration is further directed to ensure that the monetary overtime compensation is communicated to employees and that eligible employees are paid in accordance therewith no later than October 6, 2016; and

THAT Administration is further directed to develop a policy for Council's consideration respecting compensation for employees who are required to work overtime as a result of an emergency or disaster in the Municipality.

**Summary and Background:**

At the Special Council meeting held on Tuesday, August 30, 2016, Councillor S. Germain served notice of his intent to bring forward the following motion for consideration at the September 6, 2016 Council Meeting:

THAT Administration is hereby directed to fairly compensate with pay municipal employees, for overtime hours worked from May 1, 2016 until such time as the State of Local Emergency ends, including the time following May 1, 2016 during which a Provincial State of Emergency was in effect, such compensation to be:

- (a) in accordance with the terms of collective agreements for all employees covered by collective agreements; and
- (b) for employees at Director-level and below not covered by collective agreements at a rate equal to the employee's regular hourly rate for any hour or portion of an hour worked in a calendar week above 35 hours up to 44 hours, and at a rate equal to 1.5 times the employee's regular hourly rate for any hour or portion of an hour worked in a calendar week above 44 hours, as approved by the employee's immediate supervisor.
- (c) for employees to whom time off in lieu of pay for overtime hours worked in response to the wildfire emergency has been offered, the employee will have the option of accepting time in lieu of instead of overtime pay.

THAT Administration is further directed to submit the total sum of all such overtime payments made to municipal employees to the Government of Alberta as a claim for reimbursement under the Disaster Recovery Program so as to minimize the impact to Wood Buffalo taxpayers and in keeping with the principle of fiscal responsibility.

THAT Administration is further directed to ensure that the monetary overtime compensation is communicated to employees and that eligible employees are paid in accordance therewith no later than October 6, 2016.

THAT Administration is further directed to develop a policy for Council's consideration respecting compensation for employees who are required to work overtime as a result of an emergency or disaster in the Municipality.

In accordance with Procedure Bylaw 14/025, the motion is now before Council for consideration.