

Attachment B

Old:

A.8.9 Additional Pay for Exempt Employees

A.8.9.1 Emergency Overtime for Exempt Classes

The provisions of the section titled “Administrative Leave For Overtime Exempt Classes” notwithstanding, employees who are in overtime exempt classes may become eligible to receive compensation for overtime for work authorized during specific emergency situations which require the extraordinary performance of services by employees in overtime exempt classes in order to protect life or property or to prevent a disruptive interruption of County services, as declared by the County Administrative Officer. Overtime for such emergencies shall be defined as time actually worked in excess of eighty (80) hours in a pay period. In such emergencies, employees in overtime exempt class in Units C, X, Y, U and Z may, at the discretion of the County Administrative Officer, be compensated on an hour-for-hour credit basis and said employees in classes in other units shall be compensated on a one and one-half hour credit for each hour overtime basis. Hour credits for such overtime may be accrued as compensatory time off or paid in cash, at the option of the employee. Pursuant to the NMC HR MOU Regarding Delegation of HR Functions, the NMC Chief Executive Officer may approve such action for employees employed by Natividad Medical Center

Amended 4/29/08; 08-017

A.8.9.2 Declared Local Emergency - Pay for Exempt Employees

Upon a declaration of Local Emergency by the Board of Supervisors or County Administrative Officer under Section 2.68.060 on the Monterey County Code and Government Code section 8630, compensation shall be provided to exempt employees who work on emergency assignments to provide special services for the protection of life, property and environment or to prevent a significant interruption in County services. As authorized by the County Administrative Officer or designee, employees in overtime exempt classes shall be compensated for additional hours worked for emergency/disasters. Declared Local Emergency Pay for exempt employees shall be processed in accordance with the Administrative Guidelines established by the County Administrative Officer and/or Human Resources Director.

New:

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