

ARTICLE 8

REGULAR WORK ASSIGNMENT PAID OVERTIME COMPENSATORY TIME STANDBY TIME

Section 8.1 Employees covered by this agreement shall be paid for actual time worked at an hourly rate of one and one-half (1 ½) times the employee's regular rate of pay for time worked in excess of eighty (80) hours in a two-week pay period.

Section 8.2 Employees assigned a four and two work schedule routinely work seventy-two (72) hours in a two-week pay period. The first eight (8) hours after the seventy-two (72) hours worked will be compensated at the employees' regular rate of pay above his / her base salary, time and one half overtime will be implemented only after the employee has accrued above eighty (80) hours within the pay period.

Section 8.3 An employees' regular hourly rate shall include longevity along with base salary.

Section 8.4 At the employee's request, an employee may receive compensatory time (comp time) equal to one and one-half (1 ½) times the hours actually worked in excess of forty (40) hours per calendar week.

Section 8.5 Investigative officers assigned to the Detective and Juvenile Bureaus who are required to be available for immediate emergency call out at times the employee is not otherwise on duty shall be compensated with one (1) day off per month (comp time).

Section 8.6 Employees completing one (1) full calendar year without a deduction for sick time will be granted an additional five (5) compensatory (comp) days which may be added to their vacation or taken one (1) day at a time with the approval of their immediate supervisor. Time may be accrued from year to year.

Section 8.7 An employee's compensatory time shall be accumulated on a department wide basis and shall be transferable should the employee be assigned to another division.

Section 8.8 An employee may accrue a maximum of four hundred and eighty (480) hours of compensatory time.

Section 8.9 At termination or retirement, an employee can sell back to the city a maximum of four hundred and eighty (480) hours of compensatory time at the employee's current rate of pay.

Section 8.10 The employer will in no event use police reserve personnel to do normal work of bargaining unit members.