

RESOLUTION NO. 21-22-39

AMENDING THE EMPLOYEE POLICY HANDBOOK FOR EMERGENCY RESPONSE  
TIME AND EMERGENCY EVENT PAY

WHEREAS, the City of Forest City, IA desires to establish the terms and conditions of employment for all employees and finds it necessary to amend said handbook from time to time;

WHEREAS, these rules and regulations shall apply to all employees except where City Ordinances, Board Resolution, the Code of Iowa, federal law or union contracts apply; and

WHEREAS, all employees classified as "other than full-time" (including volunteers) are also subject to the Employee Policy Handbook, although not eligible for fringe benefits unless specifically authorized by the City Council;

NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF FOREST CITY, IOWA amends the employee handbook as follows:

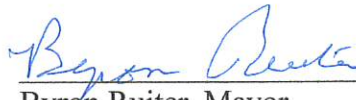
**Add Section 3.13 *Emergency Response Time***

*To ensure prompt response, the City will require on-call employees to remain within 20-minutes of their primary place of work during their on-call status.*

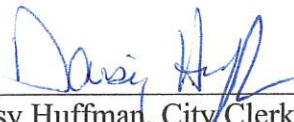
**Add Section 10.10 *Emergency Event Pay***

*Emergency time will be defined as events declared an emergency by FEMA, the Governor or the Forest City Mayor. Employees required to respond to an emergency event after their regularly scheduled shift, shall be compensated at their overtime rate for the extent of the event. The length of the event shall be determined by the Department Supervisor and the City Administrator.*

PASSED AND APPROVED THIS 7th DAY OF FEBRUARY, 2022.

  
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Byron Ruiters, Mayor

ATTEST:

  
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Daisy Huffman, City Clerk/Administrator