

EAST COUNTY FIRE & RESCUE
Policies, Procedures, and Guidelines

SUBJECT: Overtime for Exempt Career Staff

PPG NUMBER: 90.2.1

PAGE: 1 of 1

DATE OF ISSUE: 5-15-07

APPROVED BY: *Martha Martin*

REVISED: 03-05-19

Board Chair

POLICY:

1. Exempt career employees are not eligible for overtime pay for authorized work time beyond 40 hours per week when performing regular duties on behalf of the District.
2. Overtime pay may be available to Exempt career employees only when performing duties as on a special assignment, or for activities authorized by the Fire Chief and/or Board of Commissioners (e.g. wildfire mobilizations, hazardous materials response, state or federal disaster relief efforts, etc.).
3. In these special situations, overtime may be paid to the Exempt career employee, when the outside (host) agency historically pays "overtime" to its employees and contractors, and the District is reimbursed 100% of such costs by that outside agency.
4. When seeking reimbursement from the outside agency, staff shall utilize the Total Cost Compensation method. Overtime compensation will be requested for any authorized work hours performed outside the exempt employee's normal work schedule.