

**BILL NO. 16-035**  
*(Emergency Reading)*

**ORDINANCE NO. 4736**

**FIRST READING: 11.15.2016**

**SECOND READING: \_\_\_\_\_**

**AN ORDINANCE AMENDING SALARY GRADES FOR CERTAIN CITY  
POSITIONS FOR PURPOSES OF COMPLIANCE WITH NEW U.S.  
DEPARTMENT OF LABOR OVERTIME RULES WHICH TAKE EFFECT ON  
DECEMBER 1, 2016**

**WHEREAS**, the U.S. Department of Labor has promulgated new overtime rules which take effect on December 1, 2016, and

**WHEREAS**, current Department of Labor overtime rules require employees who are exempt from FLSA (Fair Labor Standards Act) overtime provisions to earn \$23,660 or more per year in-order to maintain "FLSA-Exempt" status, and

**WHEREAS**, the new rule will require employees exempt from FLSA overtime provisions to earn \$47,476 or more in-order to maintain "exempt" status, and

**WHEREAS**, the City of Hannibal has seven (7) positions where the FLSA-Exempt position earns less than the new standard of \$47,476 annually, requiring either of the following in-order to achieve federal compliance: (i) the employee's annual pay increased to the \$47,476 level, or (ii) for the city to begin paying overtime to the employee for any overtime hours worked, and

**WHEREAS**, a review of all city positions impacted by these new rules has been conducted from the perspectives of (i) internal equity amongst all city positions, (ii) financial impact to the city of new overtime costs versus a salary increase to the federal government's \$47,476 Exempt level, and (iii) the practicality of even attempting to apply overtime to certain positions, based on the nature of the position.

**WHEREAS**, it is the staff's recommendation that three (3) of these positions be reclassified to pay Grades that will compensate the necessary \$47,476 in annual earnings requisite to maintain such positions as FLSA-Exempt.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNTY COUNCIL OF THE CITY OF HANNIBAL, MISSOURI, AS FOLLOWS:**

**SECTION ONE:** Pay Grades and corresponding salaries for the following positions are hereby reclassified as follows:

	<b>Current Grade</b>	<b>New Grade</b>	<b>Pay</b>
Asst. Director - Tourism	14	20	\$48,346
Asst. Director - Parks & Rec.	18	20	\$48,346
Management Asst, - PD	14	20	\$48,346

**SECTION TWO.** Pursuant to Section 2.20(3) of the Home Rule Charter, this Bill shall be read as an emergency measure, requiring a vote of two-thirds of the members of the council or the unanimous vote of those members present, whichever is the lesser.

**SECTION THREE.** That this Ordinance shall be in full force and effect from and after its adoption and approval.

Adopted this 15<sup>th</sup> day of November, 2016.

Approved this 15<sup>th</sup> day of November, 2016.

  
James R. Hark, Mayor

**ATTEST:**

  
Angelica N. Vance, MRCC - City Clerk