

ORDINANCE NO. 6

AN ORDINANCE OF THE BOARD OF DIRECTORS OF THE MOJAVE WATER AGENCY AMENDING ORDINANCE NO. 4, KNOWN AS THE "AGENCY EMPLOYMENT CONDITIONS ORDINANCE."

BE IT ORDAINED by the Board of Directors of the Mojave Water Agency as follows:

SECTION 1. Amendment of Ordinance No. 4. This ordinance amends Ordinance No. 4, known as the "Agency Employment Conditions Ordinance" as hereinafter set forth.

SECTION 2. Working Hours. Section 5, Subsection (a) Full Time Employees is hereby amended to read as follows:

"The standard work week for full time employees of the Agency, except as stated in specific position specifications shall consist, for all purposes, of a basic 40-hour week and an 8-hour day; provided, however, that the General Manager may authorize employment on a different basis when the nature of the employment or the best interests of the Agency so require; provided further, however, that in no event shall employment be in violation of the Labor Code or Title 8 of the Administrative Code of the State of California; provided further that the General Manager,

and salaried employees who earn \$1,000.00 or more per month, shall work such hours as may be necessary to carry out their responsibilities, and shall not be eligible for overtime pay or compensatory time off."

SECTION 3. Overtime. A new Section 9 shall be added to the ordinance to read as follows:

"Subsection (a) Purpose. It is Agency policy that Agency work be done during regular working hours, and that overtime be discouraged except in emergencies. Regular salary covers a normal workday and occasional necessary short additional increments of time required to complete the day's work. However, if overtime is required for the good of the Agency, the employee will be compensated therefor with compensatory time off from work, or in certain instances, with equivalent cash payment.

"Subsection (b) Compensation. To be eligible for compensatory time off or for payment, all overtime must be approved in writing by the General Manager or by the supervisory personnel designated by the General Manager.

"Subsection (c) Compensatory Time. Provided that compensatory time off is not detrimental to the efficient operations of the Agency, and with the approval of the

General Manager, approved overtime shall be recompensed by an equal amount of time off from work. Insofar as possible, compensatory time shall be scheduled within ninety days after approved overtime work is performed. Compensatory time off shall not be accrued in excess of 40 hours.

"Subsection (d) Payment. For any approved overtime work for which compensatory time off cannot be taken, or to the extent that accrued compensatory time exceeds 40 hours, the employee shall be paid at the employee's equivalent hourly rate. In case of termination, an employee shall be paid for all unused compensatory time at the employee's equivalent hourly rate.

"Subsection (e) Reports. The General Manager shall make periodic reports to the Board of Directors concerning the amounts of approved overtime, the amounts of accrued compensatory time, and the cash payments for overtime."

SECTION 4. Effective Date. This ordinance shall take effect immediately.

ADOPTED this 20th day of November, 1973 by the following roll call vote:

AYES: Directors Russell, Carter, Wishek, Seals, Scott, Halstead, Porter, Barnes, Harris, Harsh, Orchard.

NOES: None

ABSTAINED: None

MOJAVE WATER AGENCY

BY: 

Secretary

MOJAVE WATER AGENCY
CERTIFICATE OF THE SECRETARY

I, LeRoy E. Scott, Secretary of the Mojave Water Agency, do hereby certify that the foregoing Ordinance No. 6 is a true and correct copy of an ordinance adopted by the Board of Directors of the Mojave Water Agency at a regular meeting of said Board held on November 20, 1973, at which a quorum was at all times present and acting.



LeRoy E. Scott
Secretary