



MEMORANDUM TO VENICE CITY COUNCIL

THROUGH CHARTER OFFICER: Edward Lavallee, City Manager **E-SIGN:**
FROM: Alan Bullock, HR Director
DEPARTMENT: Human Resources

DATE: January 23, 2023 **MEETING DATE:** February 14, 2023

SUBJECT / TOPIC: Emergency Pay Policy

BACKGROUND INFORMATION: The city has in place an emergency pay policy that governs how its employees will be paid during emergency conditions, notably hurricanes. Hurricane Ian tested that policy and upon review, based on employee, union and management input we see the need for some changes to the policy before the next major event.

In summary, the proposed changes are as follows:

Employees may be allowed to work from home or an alternate location at their department head's discretion.

Employees will be paid at the overtime rate if they are ordered to work, ordered to remain at a city facility or cannot leave a city facility due to emergency conditions.

A 16-hour per day limit on hours that could be worked during a single day will be removed.

SUPPORTS STRATEGIC PLAN: Goal Two: Provide Efficient, Responsive Government with High Quality Services

COUNCIL ACTION REQUESTED: For Council Adoption by Resolution

[Click or tap here to enter text.](#)

Yes	N/A	
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Document(s) Reviewed for ADA compliance (required if for agenda posting)
<input checked="" type="checkbox"/>	<input type="checkbox"/>	City Attorney Reviewed/Approval
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Risk Management Review

Finance Department Review/Approval
Funds Availability (account number): [Click or tap here to enter text.](#)

Original(s) attached: cc: