Department Source: City Utilities - Water and Light

To: City Council

From: City Manager & Staff

Council Meeting Date: August 21, 2017

Re: Amending Chapter 19 of the City Code as it relates to Mutual Aid Emergency Pay

Executive Summary

Staff has prepared for Council consideration an ordinance amending Chapter 19 of the City Code as it relates to mutual aid emergency pay.

Discussion

Chapter 19-95 (a) of the City Code relates to mutual aid emergency pay. This section of the City Code establishes the declaration requirements and pay provisions for City employees responding to emergencies when mutual aid is requested.

Under the current ordinance, for every twenty-four-hour period during which an overtime eligible city utility employee works in response to the emergency, the employee shall, be paid at the employee's overtime rate for sixteen (16) hours and at the employee's regular rate of pay for eight (8) hours. This is consistent with utility practices and has been accepted by the utilities that the City has rendered aid to in the past.

In October 2016, in response to damage caused by Hurricane Matthew, the City sent several line crews to Florida to help with restoration efforts. One of the utilities receiving mutual aid had local prevailing wage obligations that exceeded the provisions outlined above. In order to comply with its prevailing wage obligations, that utility asked to pay those responding to this event in accordance with those local prevailing wage obligations.

The proposed amendment to Chapter 19 addresses situations in which the utility receiving the mutual aid has a legal obligation to pay compensation at a rate higher than is included in the City’s current ordinance. The amendment would establish the current practice as the minimum compensation for employees responding to mutual aid requests and add provisions to compensate at a higher rate if the utility requesting mutual aid has prevailing wage obligations that exceed the current ordinance.

Fiscal Impact

Short-Term Impact: None

Long-Term Impact: None

Strategic & Comprehensive Plan Impacts

[Strategic Plan Impacts:](http://www.gocolumbiamo.com/city-manager/)

Primary Impact: Operational Excellence, Secondary Impact: Not Applicable, Tertiary Impact: Not Applicable

[Comprehensive Plan Impacts:](http://www.gocolumbiamo.com/community_development/comprehensive_plan/documents/ColumbiaImagined-FINAL.pdf)

Primary Impact: Infrastructure, Secondary Impact: Not applicable, Tertiary Impact: Not Applicable

Legislative History

|  |  |
| --- | --- |
| Date | Action |
| None | None |

Suggested Council Action

Staff recommends that Council adopt an ordinance amending Chapter 19 of the City Code as it relates to mutual aid emergency pay.