

**RESOLUTION NO. 2013-17**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LEMOORE  
ESTABLISHING A 7(k) PAY PLAN EXEMPTION UNDER A FAIR LABOR STANDARDS  
ACT FOR CERTAIN RESERVE OFFICERS IN THE POLICE DEPARTMENT**

**WHEREAS**, the City of Lemoore has previously approved a memorandum of understanding with the Lemoore Police Officers Association; and

**WHEREAS**, from time to time, the Police Chief uses the reserve police officers who are not covered by the Memorandum of Understanding and who work more than 40 hours in a work week; and

**WHEREAS**, the Police Chief wishes to have the opportunity to have reserve officers work 12 hour shifts and be paid for overtime pursuant to the Federal Fair Labor Standards Act (FLSA) 7(k) exemption for designated police personnel, as the other sworn personnel are currently paid; and

**WHEREAS**, adoption of this Resolution will create 28 day, 160 hour pay periods, and only hours worked in excess of 160 will be paid at the overtime rate for reserve police officers, which is the overtime policy now in effect for all other sworn officers; and

**WHEREAS**, a result of instituting the FLSA 7(k) exemption for reserve police officers not covered by an MOU will provide greater coverage and reduce overtime cost.

**NOW, THEREFORE, BE IT RESOLVED** by the City Council of the City of Lemoore, as follows:

1. The City of Lemoore hereby adopts an FLSA 7(k) exemption for reserve police officers who are not members of the Lemoore POA bargaining unit and not covered by the current Memorandum of Understanding, and, effective August 1, 2013, overtime will be paid when hours worked exceed 160 hours in a 28 day pay period.

The foregoing Resolution was approved and adopted at a regular meeting of the City Council of the City of Lemoore held on the \_\_ day of \_\_\_\_\_, 2013, by the following vote:

AYES:

NOES:

ABSTAINED:

ABSENT:

APPROVED:

\_\_\_\_\_  
William M. Siegel Jr., Mayor

ATTEST:

\_\_\_\_\_  
Kristie R. Baley, City Clerk

CERTIFICATE

STATE OF CALIFORNIA )  
COUNTY OF KINGS ) ss.  
CITY OF LEMOORE )

I, Kristie R. Baley, City Clerk of the City of Lemoore do hereby certify the foregoing Resolution of the City Council of the City of Lemoore was duly passed and adopted at a Regular Meeting of the City Council held on July 2, 2013.

DATED: \_\_\_\_\_, 2013

\_\_\_\_\_  
Kristie R. Baley  
City Clerk