


# East Lake Tarpon Special Fire Control District

	<b><i>SOG 110 Overtime</i></b>	
	<b>Implementation Date: 11/2000</b>	<b>Revision Date(s): 05/27/2014</b>
		<b>Reviewed Date(s): 1/22/2019</b>
	<b>Forms or Attachments: None</b>	

## **Eligible: Non – Exempt (Hourly) Personnel**

Non – exempt personnel working a 40-hour work week will be paid at an overtime rate of 1.5 times their regular rate of pay for hours worked in excess of 40 hours.

Non – Exempt Personnel working a 24 hours on / 48 hours off schedule will be paid at an overtime rate of 1.5 times their regular rate of pay for hours worked in excess of 159 hours within the Department’s 21-day FLSA pay period.

Undocumented sick leave will not be counted as hours worked.

The regular rate of pay used for overtime calculations in accordance with FLSA will be inclusive of the following items from the current Collective Bargaining Agreement between the East Lake Tarpon Special Fire Control District and IAFF Local 1158:

Base Wage

Certification Pay

Educational Incentive Program

Longevity Award