

## RESOLUTION 17-R-22

### **A RESOLUTION BY THE CITY COUNCIL OF THE CITY OF ALVIN ENACTING ADDITIONAL COMPENSATION FOR EMPLOYEES WHO WORKED DURING HURRICANE/TROPICAL STORM HARVEY, AND AUTHORIZING SPECIAL PAID TIME OFF FOR EMPLOYEES WHO NEED TO SERVICE THEIR PRIMARY RESIDENCE DAMAGED AS A RESULT OF HURRICANE/TROPICAL STORM HARVEY**

**WHEREAS**, the City of Alvin, Texas, has experienced a catastrophic weather event as a result of Hurricane/Tropical Storm Harvey; and

**WHEREAS**, the current policy of the City does not distinguish additional pay between essential and non-essential staff who worked their regular hours during a disaster declared operation period; and

**WHEREAS**, the City of Alvin, Texas, desires to adequately compensate the employees who were able to report for work during the emergency disaster relief efforts from 6:00 a.m. Friday, August 25, 2017, through 11:59 p.m., Monday, September 4, 2017; and

**WHEREAS**, the City of Alvin, Texas, deems that compensating these employees is in the best interest of the City and its employees; and

**WHEREAS**, the City of Alvin, Texas also desires to assist employees who must be absent from work for their personal emergency disaster relief efforts in the coming weeks and months;

**NOW THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ALVIN, TEXAS:**

**Section 1.** Effective 6:00 a.m. Friday, August 25, 2017, through 11:59 p.m. Monday, September 4, 2017, all Employees who worked during the emergency disaster relief efforts as a result of Hurricane/Tropical Storm Harvey (regardless of their exempt/nonexempt status) will be paid at a rate of 1.5 times the equivalent of their hourly rate, for every hour worked. All employees who were unable or not required to report to work on Friday, August 25, 2017 through Monday, September 4, 2017, will be paid in accordance with their regular pay for their normal work hours.

**Section 2.** Employees whose primary residence was flooded or damaged as a result of Hurricane/Tropical Storm Harvey will be allowed up to forty (40) hours of special paid time off for their personal disaster relief efforts to care for the employee's primary residence. Employees will be required to provide proof of flooding or damage to their primary residence (i.e. insurance claim, photographs, etc). Employees shall coordinate their time off with their supervisor. Employees may use this time off

in hourly increments, from one (1) hour to ten (10) hours per regular workday, to best accommodate the employee's needs. Employees must use the paid time off on or before November 1, 2017.

**PASSED AND APPROVED** this the \_\_\_\_ day of \_\_\_\_\_, 2017.

**THE CITY OF ALVIN, TEXAS**

**ATTEST**

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Paul A. Horn, Mayor

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Dixie Roberts, City Secretary