

CALHOUN COUNTY
BOARD OF COMMISSIONERS
POLICY STATEMENT

SUBJECT: OVERTIME	DATE APPROVED	EFFECTIVE 5-8-97	POLICY NO. 372
	4/24/97	REPLACES New	

Deleted Policy

Purpose:

It is the policy of Calhoun County to fully comply with all provisions of the Fair Labor Standards Act (FLSA). The policy described below is to be interpreted and applied so as to comply with the FLSA which sets minimum wage and overtime compensation standards for all employees, except those who hold classifications which are exempt from the overtime provisions of the law. The employer is responsible for determining which classifications are exempt, based on criteria set by the law.

Non-Exempt Employees

Employees shall be paid one and one-half (1-1/2) times their regular straight time rate for all hours actually worked in excess of forty (40) in that employee's workweek. Hours paid but not worked shall not be considered hours actually worked for overtime purposes.

Exempt Employees

Employees who hold classifications which are exempt from the overtime provision shall not receive one and one-half (1-1/2) times their regular straight time rate for hours actually worked in excess of forty (40) in that employee's workweek. No other policy of Calhoun County will be interpreted or applied in a way which is contrary to exempt status.