

RESOLUTION 2019-08



SUBJ: FLMD PERSONNEL POLICY AMENDMENTS RE: FLMD RES 2000-03; 2003-02, 2003-08, 2008-11, 2009-06, 2017-04, 2017-05.

A RESOLUTION AMENDING THE PERSONNEL POLICY ADOPTED **FEBRUARY 8, 2000** AS AMENDED OCTOBER 14, 2003 (THROUGH RESOLUTIONS 2003-08, 2003-02, 2003-08, 2008-11, 2009-06, 2017-04 and 2017-05) FOR THE FOREST LAKES METROPOLITAN DISTRICT, COLORADO

WHEREAS, The Forest Lakes Metropolitan District Board of Directors has the authority to adopt resolutions necessary for the governing and management of the District, for the execution of the powers vested in the District and for carrying into effect the provisions of Article I of Title 32, CRS, as amended to promote the health, safety, prosperity, security and general welfare of the inhabitants of the Forest Lakes Metropolitan District and of the people of the State of Colorado, and

WHEREAS, The Forest Lakes Metropolitan District Board of Directors have determined that revisions to the Districts Personnel Policy Manual is needed to meet current and future District operations, and

WHEREAS, The Forest Lakes Metropolitan District Manager has reviewed the Districts personnel policies and identified policies that need revision, and

WHEREAS, The Forest Lakes Metropolitan District Manager has determined that the District's current on-call compensation policy is inadequate in that 1) it is out-of-date, and 2) it does not clearly define what on-call duties are included in a typical on-call shift, and what duties are consider "add-on" duties and thus eligible for additional compensation.

WHEREAS, The Forest Lakes District Board of Directors agrees that such a change to the Districts personnel policy is needed, is fair and equitable, and is in the best interest of the Forest Metropolitan District and residents.

NOW THEREFORE, Be it resolved by the Board of Directors of the Forest Lakes Metropolitan District, Colorado that the Forest Lakes Metropolitan District Personnel Policies dated February 8, 2000 as amended October 14, 2003 (Through Resolutions 2003-08), and RESOLUTION 2008-11, are hereby amended as follows; Section 2.12 is hereby replaced in its entirety and all shall become effective upon the adoption of this resolution. Unless previously amended, all other portions of the policy shall remain unchanged.

2.12 On-Call Time

The District provides services outside of normal working hours using an on-call policy that defines the duties and responsibilities of the employees who are assigned to provide this service, which includes monitoring District facilities and systems.

FLMD On-Call Compensation Policy

1. Any employee designated as being on-call will receive 8 hours per week premium pay at a rate of 1½ (time of one and one-half) of the employee's hourly rate or comp time. As part of their responsibilities, the on-call employee will be required to:
 - Open and close the gate (Saturday);
 - Complete 1 trash compaction (Saturday); and,
2. Any additional time for trash compaction during the on-call period will be paid on a door-to-door basis at a rate of 1 1/2 (time of one and one-half) of the employee's hourly rate or comp time, with a 1-hour minimum.
3. All SCADA call-outs, alarms, maintenance, and repairs that require a return to the facility during the on-call period will be paid on a door-to-door basis at a rate of 1 1/2 (time of one and one-half) of the employee's hourly rate or comp time with a 1-hour minimum.

INTRODUCED AND ADOPTED THIS 12th DAY OF NOVEMBER 2019

(SEAL)



Tony Schrier, President
ATTEST



Robin Kissell, Secretary